BROTHERHOOD OF RAILROAD SIGNALMEN QUESTION

(01) If you had been a delegate to the 1979 Convention supported membership ratification of U.S. Nationa
Yes No

(02) Have you attended a meeting of your Local Lodge in the las year? Yes No

(03) Have you ever attended a local mee
Yes No

(04) Have you attended
Yes No

(05) Have yo
Yes

(06) Accor
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Local Lod
General
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(07) If

84 10211E
DG GABRIEL
520 LIBERTY ST
TRENTON NJ 08611

ATTACHMENT "A"

BROTHERHOOD OF RAILROAD SIGNALMEN

JANUARY 2, 1981

WAGE NOTICE

I. ADJUSTMENT OF LOST WAGES ACCOUNT OF COLA CAP

(a) Effective April 1, 1981, all signal employees who were covered by the Agreement of July 27, 1978, shall receive in addition to the pay rate increases, a lump sum payment as described herein to recover COLA wages lost during the term of that Agreement:

1. All compensated hours between 1-1-79 and 6-30-79 as follows:

The SIGNALMAN'S Journal

MARCH 1981

Signalman Sam

Your opinions are important to our negotiating committee.

Look for the BofRS union label on signal equipment and in bungalows and instrument cases indicating Brotherhood members wired and assembled them.

McGraw-Edison presents a clear case for the industry's easiest-to-check battery.

It's the transparent case on our no-contest nickel-cadmium batteries: easier to see through and strongest, too.

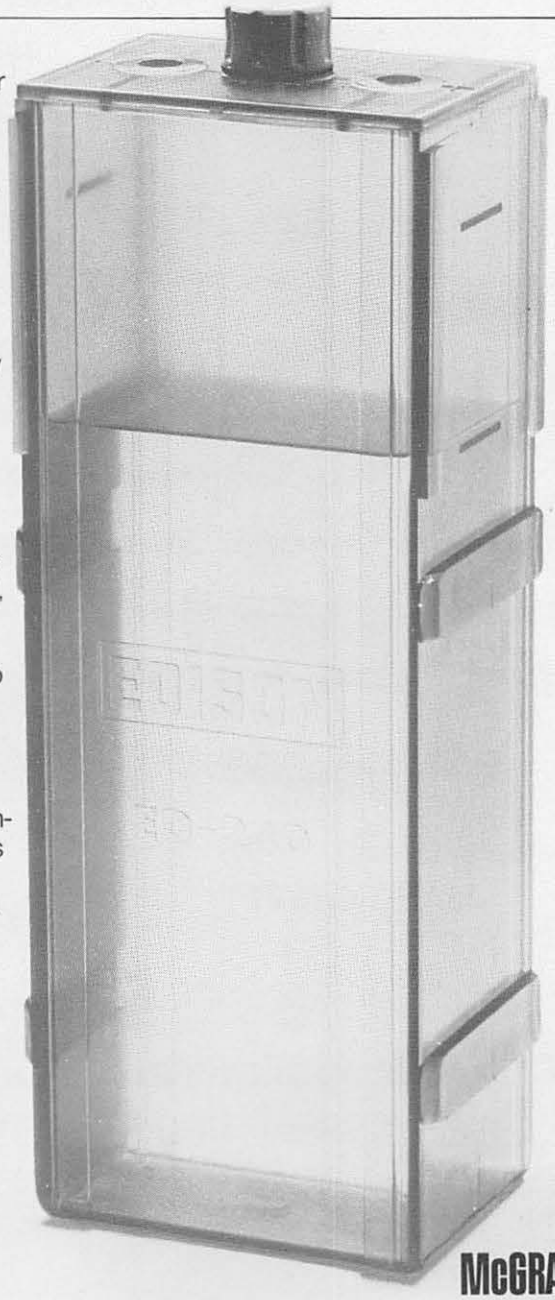
McGraw-Edison no-contest batteries are transparent by design.

Thanks to our extra-clear casing material, acrylite MP20, you can check the electrolyte levels more easily and accurately than with other types of batteries. And because acrylite is one of the toughest plastics made, you can count on high-impact resistance. It will withstand temperature ranges from −40F to +180F.

Special design features strengthen the case. External surfaces are completely perpendicular to give a more rigid battery assembly when cells are clip-locked together. Our patented Cliplock method of cell assembly—unique in the storage battery field—represents an entirely new approach to the assembly of multi-cell batteries.

Other things you'll like about McGraw-Edison design: you get a flat top for easy cleaning, and you can use a standard semiautomatic filling device to save time watering your battery.

For more information, write: McGraw-Edison Company, Power Systems Group, Box 2850, Pittsburgh PA 15230. In Canada, McGraw-Edison Ltd.



McGraw-Edison manufactures a complete line of batteries, chargers and related equipment. Available as systems or components.

Unretouched photo

McGRAW-EDISON

The no-contest battery.

The SIGNALMAN'S Journal

Official Publication of the Brotherhood of Railroad Signalmen

Volume 62 Number 2 March 1981

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W. D. BEST, **Secretary-Treasurer,** Box U, Mt. Prospect, IL 60056
JESSE CLARK, **President Emeritus,** 908 S. Park Dr., Terre Haute, IN 47802

VICE PRESIDENTS
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GRAND LODGE REPRESENTATIVES
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V. M. SPEAKMAN, Jr., Box U, Mt. Prospect, IL 60056
V. VAN ARTSDALEN, Box U, Mt. Prospect, IL 60056

DIRECTOR OF RESEARCH
W. W. LAUER, Box U, Mt. Prospect, Il 60056

EDITOR
R. W. McKNIGHT, Box U, Mt. Prospect, IL 60056

The Signalman's Journal (ISSN-0037-5020) is published monthly (except for combined issues of January-February and July-August) by the Brotherhood of Railroad Signalmen at 213 West Madison St., Waterloo, WI 53594. Second class postage paid at Mt. Prospect, IL and additional mailing offices.

Address changes and US Postal Form 3579 should be sent to the Brotherhood of Railroad Signalmen, Box U, Mt. Prospect, IL 60056.

Subscription Rates: $8.00 per year, sold only in the United States and Canada. Single copy price is $1.

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Cover: Questionnaire asking for members' opinions on the Section 6 Notice is in the mail. Members are urged to reply by April 15. If you do not get one this month, write to President Tom Bates and ask for one.

Signalmen schedule 3 regional meetings

Brotherhood of Railroad Signalmen will be holding three regional meetings this year. More details will be published when available.

Saturday, April 25, 1981 will be the date for a regional meeting in Fort Worth, Texas.

May 16, 1981, a Saturday, will be the date of a regional meeting in St. Louis, Missouri.

On Saturday, June 13, 1981, a regional meeting will be held in Pittsburgh, Pennsylvania.

Special hard hats and plaques attest to their award as among the top Amtrak employees of 1980. President Alan S. Boyd (left) made the presentations to John T. Koberlein (center) signal maintainer, and Robert H. Poor, C&S foreman, at ceremonies in Washington, DC on December 5, 1980. Brothers Koberlein and Poor are members of Trenton Lodge 102.

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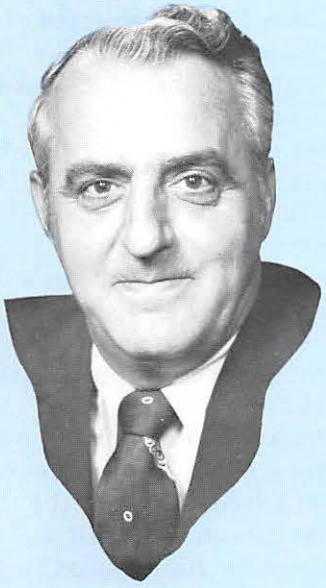
Amtrak honors two signalmen

Two members of Trenton Lodge 102, Amtrak, have been honored for their work in a renovation project involving interlockings in Sunnyside yard in New York City. Receiving plaques of honorable mention are John T. Koberlein, signal maintainer and Robert H. Poor, foreman communications & signals.

Both men went to Amtrak headquarters in Washington, DC, at company expense, to participate in the award ceremonies. Wording on the plaques is as follows: National Railroad Passenger Corporation, Amtrak, President's Achievement Award, Honorable Mention presented to John T. Koberlein (a separate plaque to Robert H. Poor) as an expression of the corporation's appreciation and our personal recognition for your efforts. Signed by President Alan S. Boyd.

Koberlein and Poor were among 15 Amtrak employees honored as being top employees for the year 1980. According to *Amtrak News,* "The two men supervised communications and signal personnel in an 18-month project renovating a series of interlockings in Sunnyside yard, New York, while training C&S personnel in many parts of the Corridor. The project is now resulting in much more efficient and economical movement of cars in the large yard which is a major hub for making up both long and short haul trains."



Bates' Commentary

The January/February issue of *The Signalman's Journal* printed the notice served on most railroads in the United States to increase wages and improve fringe benefits for Signalmen employed by most of the US roads. This issue contains the provisions of our notice to US carriers to improve our health and welfare benefits.

Our last Convention in 1979 amended our Constitution to require membership ratification of national agreements in the United States. When our delegates discussed the resolution to include this amendment to the Constitution, and the amendment itself brought the message home loud and clear that our members wanted to have more input in the operation of the Brotherhood than in the past. I find no disagreement with the entire membership having an opportunity to express their views on the operation of our Brotherhood. I do not share the view that democracy does not work or that a few should govern the masses. I do believe our members should be fully informed when voting on the important matters negotiated by the Brotherhood. I am further convinced that our members will make proper decisions if we are able to communicate all of the information surrounding these matters in a fashion which permits good judgment to be used when making these decisions.

By the time you have received this magazine you should have received a questionnaire in the mail which will allow each member an opportunity to express his views on many matters vital to the negotiation of the next national agreement in the US. There are also questions contained in the survey which will permit the Grand Lodge to review the priorities of our operation and make changes or alterations which our membership indicates should be made.

With our computer operation we think we will be able to learn a great deal about the priorities our membership places on the many important projects we are engaged in.

I do want to impress on each and every member receiving this survey that the only way it can be successful is if **each** and **every** member completes the questionnaire and returns it to us. We have taken every step we know to permit very little effort on your part to provide this information to us.

The response and results of this survey will permit us to determine the value of such efforts and judge whether or not we should circulate additional surveys and questions to provide a means for all of our members to participate more fully in the determination of goals for our Brotherhood.

My personal view is that we will receive at least a 75% return of these questionnaires. This though is not shared by everyone and I hope you will not let me down and prove to the doubters that 100% of our members want an opportunity to express themselves in our affairs.

Please complete the questionnaire and return it to us as soon as possible and in no event later than April 15, 1981.

Tom Bates

Bates receives NSC certificate

To recognize the efforts of the Brotherhood of Railroad Signalmen in Operation Lifesaver, the National Safety Council has presented a Certificate of Appreciation to President R. Thomas Bates. The certificate is signed by Vincent L. Tofany, NSC president. It is awarded to Bates "whose efforts in Operation Lifesaver have significantly served the best interest of the American people."

CTC installations heavy on 3 roads

Three railroads are planning to install centralized traffic control on 488 miles of road during 1981. Reports on spending for this year by Burlington Northern said 167 road miles of ctc were in the works, while Santa Fe is planning to install ctc on 154 miles of road. Missouri Pacific has just asked the Federal Railroad Administration for permission to install ctc between Springer and Salter, TX, 116 miles; and between Valley Junction and Taylor, TX, about 51 miles to replace existing automatic block signaling.

Who is signal trainee of '81?

We don't know, but this is to alert members and general chairmen that the Signal Trainee of the Year award program will be continued this year. Requirements for members to become candidates for Signal Trainee of the Year, as set by the Grand Executive Council, are:

1—A candidate must have completed training for the position of signalman in 1980 in a signal training school established in accordance with an agreement with the BofRS.

2—A candidate's attitude toward our Brotherhood and unions in general must be acceptable.

3—A candidate's grades in signal training class examinations must be acceptable.

4—A candidate's fitness and ability on the job must be considered as very acceptable by the general chairman.

5—A candidate's educational level, not necessarily formal school, must be considered by the general chairman.

6—The general chairman should also take into consideration the candidate's ability to speak briefly regarding his background, training and goals in life to a group of approximately 100 individuals.

Candidates will be chosen by BofRS general chairmen, one of whom will be selected by the Grand Executive Council to represent the Brotherhood at the annual National Transportation Apprenticeship and Training Conference to be held this fall.

The 1980 Signal Trainee of the Year was Ron W. Ruple, retarder yard maintainer at North Little Rock, AR on the Missouri Pacific.

Milwaukee II can survive

Trustee Richard Ogilvie of the Milwaukee Road has filed a feasibility report with the Reorganization Court in which he states that the Milwaukee Road can be successfully reorganized. On the basis of the income projected to be available for 1984 and typical years thereafter, it is the Trustee's judgment that Milwaukee II will constitute a viable regional carrier.

Included in the reorganization are equipment and labor savings. Ogilvie said the labor savings should primarily come from negotiations. Also, the report stated that the unprecedented activity of the Labor Management Action Group shows the concern and cooperation manifested by labor and management.

Cutting back to a core system has been accomplished in large part, namely some 4,400 miles of track miles have been shed from the 6,200 miles contemplated to be

eliminated. Non-core assets not needed in Milwaukee II have been sold including materials, rolling stock and locomotives. Over 1,700 miles of rail have been recovered, along with over 350,000 ties. From May through November 1980, about $29 million has been obtained from sales. During last year and this year, non-core sales should reach $182 million. As of January 13, 1981, there was cash in the various property sale escrow accounts of about $45 million. Also, the reorganization court has approved almost $180 million of Milwaukee Land Co. timberland sales.

The trustee's report concludes: "the Milwaukee Road will be reorganized by 1984 into a regional carrier with long-term viability."

AN ISSUE WITH THE UNION LABEL: POLISH TRADE UNIONISM

The AFL-CIO has established a Polish Workers Aid Fund to help Polish workers pursue their newly-won right to form independent, "self-governing" trades unions free of domination by the Soviet-controlled Communist Party.

The AFL-CIO General Board launched the aid drive with an initial contribution of $25,000. It urges all affiliates to make further contributions to the Polish workers so they may get "off to a good start."

The aid fund was created with the intention that affiliated unions would be urged to use plant gate collections, membership meetings among other means to raise funds to aid the Polish workers. The campaign is to raise funds within International, National and Local Unions to establish an AFL-CIO central fund to receive contributions and assure that they reach the proper hands. These contributions should be forwarded in the name of: The Polish Workers Aid Fund, 815 - 16th Street, N.W., Washington, D.C. 20006.

Amtrak calendar honors Los Angeles on its 200th birthday

The 1981 Amtrak calendar features pictures and drawings of Los Angeles Union Station, two Amtrak trains, buses of Greyhound, Trailways and Los Angeles Rapid Transit District, and the Mexican community that is directly across Alameda Street from the passenger station.

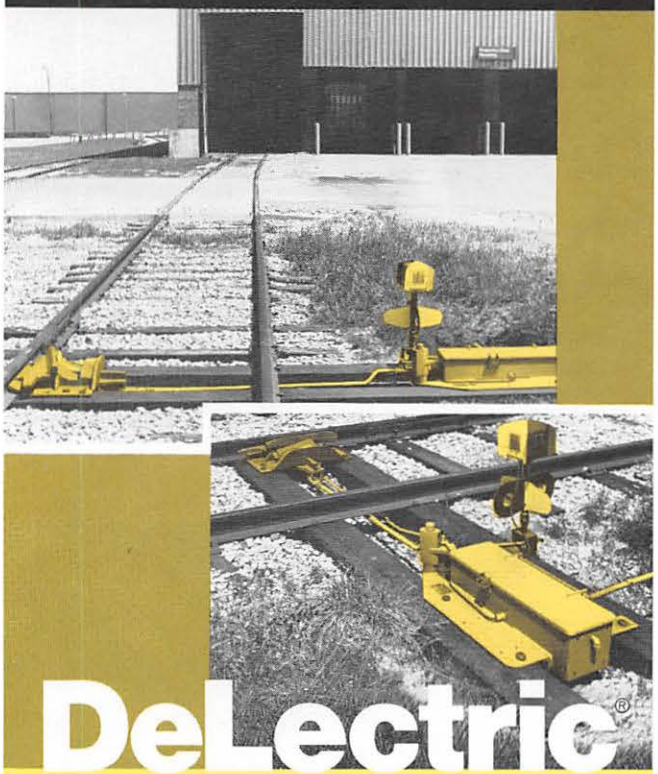
The calendar measures 24 inches wide by 33 inches high. All 12 months are displayed below the pictures.

Cost is $5 postpaid. Send check or money order to Amtrak Calendar, Post Office Box 311, Addison, IL 60101.

People Power
helps prevent birth defects
Support
March of Dimes

Got your BofRS questionnaire? We want your opinion on the 1981 wage and fringe benefit notice that was printed on page 8 of the January-February issue of The Signalman's Journal. If you have not received your questionnaire by now, write to Tom Bates asking for one.

Protection with control



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WC Hayes

The Visitor

By **J. B. Dent**
Signal Instructor
Illinois Central Gulf

My supervisor came to town,
and said, as he was turning his truck around;
"A beacon light is what your tool house needs;
so people can find it, among the weeds."

"They're a real fire hazard, when they dry out,
but the important thing I'm talking about;
with weeds growing up so tall, outside,
it looks like the maintainer must have died."

He looked at me with, it seemed, distaste;
walked up closer, and face to face,
with icy eyes so blue and cold,
stood staring deep into my soul.

I detected a twinkle, in his steely eyes,
and then he said, to my surprise;
"I see you leveled that battery tub, back there
and rousted the mouses from their lair."

"Those crossing signals, down by Sears,
look better than they have in years.
If a man could paint one hour a day,
in a couple of months, he'd go a long, long way."

"I know you've been on this job, only half a year;
and inherited a lot of problems here.
The last man on this job, didn't give a hang;
and I'm glad he went back to the signal gang."

"One thing I insist, that you don't ever do;
don't be signing test forms, unless they're true.
If they're causing you problems, or if there's any doubt;
I'll send the inspector up and he'll help you work it out."

"Another thing that I need to say;
we need a better reputation with the FRA.
Every time those gents come checking around,
We have a stack of violations, that would weigh 10 lbs."

"If you pull out the old records,
and go to checking back;
you'll find most signal failures
are related to the track."

"So check for loose connections;
bonds and batteries and such;
and the other signal failures
won't amount to very much."

"I'd like to stay and visit longer,
but I have to make my rounds."
As he went around the corner,
he yelled, "Don't forget to look for grounds."

Signalmen serve health & welfare notice on carriers

In concert with the other railway unions, the Brotherhood of Railroad Signalmen has served a Section 6 Notice on the nation's railroads seeking improvements in health, welfare and dental benefits. The Notice was served March 2, 1981. Changes in benefits requested in the Notice are as follows:

REVISE CONTRACT POLICY GA-23000

1) Life Insurance — Increase coverage to $25,000.

2) Accidental Death & Dismemberment — Increase coverage to $25,000.

3) Retiree Life Insurance — Increase coverage to $10,000.

4) Include intensive care as a covered basic hospital expense.

5) Increase hospital miscellaneous to $3,000 and provide the 20% of the hospital in-patient miscellaneous expenses over $3,000 which are not payable under the Hospital Expense Benefits Section be covered under Major Medical.

6) Provide payment for usual and customary charges for surgical, anesthesia, chemotherapy, radiation, x-ray and laboratory services.

7) Provide payment for usual and customary charges for physician's office, hospital and home visits and such coverage will also include employee and covered dependents.

8) Eliminate special restrictions of psychiatric care and provide full coverage.

9) Provide for any expense incurred insofar as elective surgery is concerned such as, but not limited to, voluntary sterilization.

10) Provide for periodic health examinations for employees and covered dependents including one pap smear per year.

11) Provide full coverage for covered dependents for one full calendar year following death of covered employee.

12) Reduce Major Medical deductible from $100 to $25 per covered person.

13) Provide four months' extended coverage in the event of a legal strike or lockout.

14) Extend Emergency Room coverage to include accident, illness and other emergency situations.

15) Coordinate provisions of plan when employee is entitled to coverage under Medicare to the same extent as provided under other group policy contracts.

16) Amend maternity coverage to provide full hospital benefits and usual and customary physician's charges for covered employees and spouses.

17) Eliminate any coordination of benefits between GA-23000 and carrier's on-duty injury coverage.

18) Provision for retro premium payments and coverage beyond that now provided for dismissed and/or suspended employees, if such an employee's case is sustained by action under Section 3 of the Railway Labor Act or voluntary reinstatement with pay by the carrier.

19) Include physician's charges, if any, for preparation of information and filing of necessary claim forms.

REVISE CONTRACT POLICY GA-46000

1) Reduce qualifying age 61 to age 60.

2) Provide full coverage dental plan.

3) Provide full benefits at any age to employees and dependents where employee retires under disability provisions of the Railroad Retirement Act.

4) Increase maximum to $100,000.

5) Reduce deductible to $50.00 per year.

6) Extend qualifying period to end of month following the month in which coverage under GA-23000 terminates.

REVISE CONTRACT POLICY GP-12000

1) Increase Type A coverage to 100%.

2) Increase Type B coverage to 75%.

3) Increase yearly maximum to $1500.

4) Increase orthodontia to 75% with a maximum of $1500.

5) Provide orthodontia coverage to all employees and covered dependents to age 25 if prescribed by dentist.

6) Cover students to age 25 in accredited college.

7) Amend dental qualifications to coincide with GA-23000 to provide extended coverage.

ESTABLISH VISION CARE PROGRAM TO PROVIDE

An eye care plan that will cover usual and customary charges for examination, treatments, prescriptions, eye glasses and contact lenses, as prescribed by physician for employees and covered dependents.

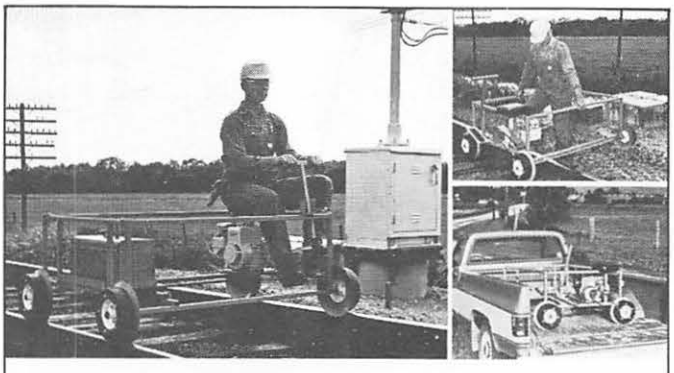
The Plans shall be fully insured and the carriers will continue to be solely responsible for the necessary premiums to continue such Plans in full

effect.

The union policyholder will have the sole right to select the insurance company or companies to administer such Plans and will determine the plan benefits needed to meet the changing needs of the Employees.

Any funds accumulated from premiums not needed to provide current benefits or to cover plan expenses, and any interest thereon, shall be used only for additional or improved Employee benefits. The union policyholders shall have the sole right to determine the use of these funds.

Many people believe that their doctor has given them a choice about the easiest way to treat their high blood pressure. In addition to medication a doctor may advise weight reduction, more exercise, and low salt diets. But these common recommendations are to help the medicine work better and are not substitutes for it. By following your doctor's advice exactly, every day, you can enjoy a full and productive life.



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So it pays to plan for a storm and then hope it never happens.

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The little you set aside each payday for U.S. Savings Bonds will grow. And help to keep you covered come rain or come shine.

And if you're lucky enough to miss the rain, it might help you plant a few shade trees.

UNITED STATES SAVINGS BONDS

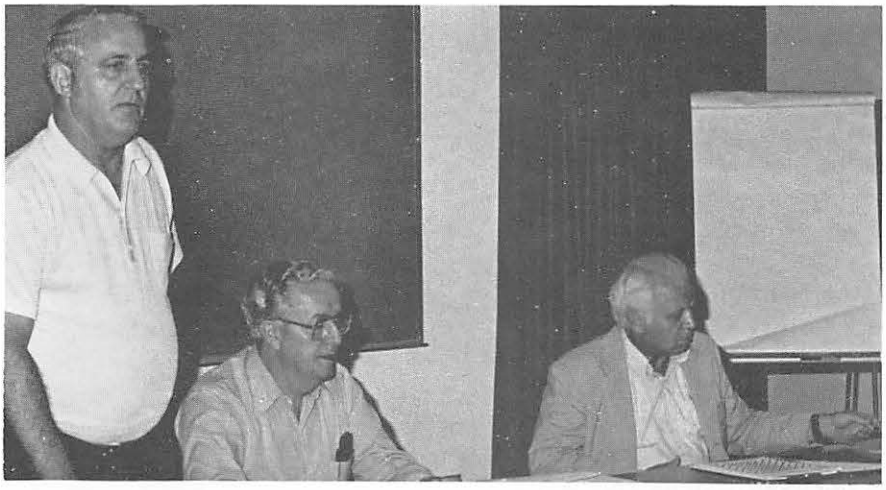
Take stock in America.

When you put part of your savings into U.S. Savings Bonds you're helping to build a brighter future for your country and for yourself.

Opening session found full attendance at the classroom in the Administration Building at the George Meany Center for Labor Studies in Silver Spring, Maryland.

Signalmen go back to school

For the week of September 21, 1980, signalmen general chairmen were back in school at the George Meany Center for Labor Studies. Following orientation on Sunday evening, classes began on Monday. The main topic of the seminar was negotiating under the collective bargaining process. Russell Allen, deputy director of the Center, was the instructor for negotiating learning process. Allen's background especially in providing data for union negotiators gives him a unique view of the collective bargaining process. In addition to being education director for the Papermakers union and the Industrial Union department of the AFL-CIO, Allen was also



Welcoming the general chairmen to the seminar on negotiating and collective bargaining is President Bates. With him are Vice President Frye (center) and Russell Allen (right) of the Labor Studies Center.

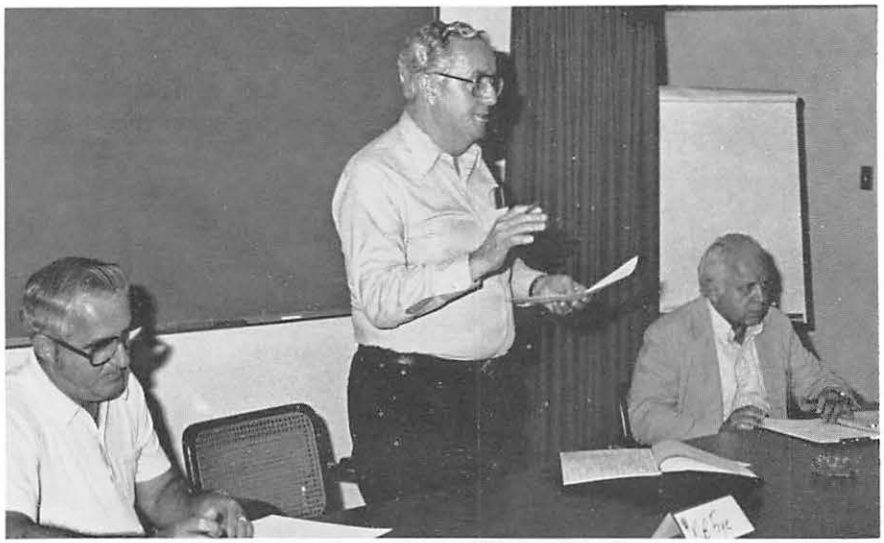
professor and associate director of the School of Labor and Industrial Relations at Michigan State University.

A color video tape was shown for the general chairmen on Monday in which BofRS officers played roles in a typical negotiating session in which work rules agreement changes were sought by the union. Leading the union team was Vice President John Bass. He was assisted by V. M. Speakman, Jr., grand lodge representative who played the role of general chairman. On the railroad company side was M. B. "Pete" Frye, BofRS vice president who played the part of director of labor relations. W. W. "Walt" Lauer, BofRS director of research, was the manager of labor relations for the railroad. President Tom Bates introduced the "actors" and set the scene for viewers.

Following this video tape presentation, students were grouped into ABC Railroad and XYZ union teams to prepare Section 6 Notices (by the union) and counter proposals by the railroad.

All union teams had a common issue, namely that railroads should pay signalmen 25¢ per mile when the employee uses his personal vehicle for company business. Three other items were to be negotiated by the union teams, one for each team. They were: (1) Employees available for call to be paid for the cost of a telephone used in connection with the employee's work; (2) employees required to prepare reports or other paper work outside of assigned hours be allowed 8 additional hours of pay per month; and (3) carrier to provide and maintain protective clothing in good condition for employees. If the carrier will not provide such clothing, say for retarder yard maintainers, a clothing allowance of $10 per month will be allowed.

Both railroad and union teams prepared material and then in a



At an introductory session on Sunday evening before the school began the week of September 21, 1980, Pete Frye (standing) described the work to be covered and general content of the seminar. At left is BofRS President R. Thomas Bates. Russell Allen (right) is deputy director of the George Meany Center for Labor Studies in Silver Spring, Maryland.

Pointing in the general direction of the classroom in the Administration Building, Russ Allen tells the general chairmen where classes will be held during the coming week. Bates (left) and Frye (center) welcomed the general chairmen at the introductory session on Sunday evening.

Wives attended the opening session. Shown here (from the left) are Vi Corn, wife of Bill Corn, MP general chairman; Ruth Harwell, wife of Witt Harwell, BofRS vice president; Marillyn Hansen, wife of John Hansen, BofRS vice president; and Roberta Lauer, wife of Walt Lauer, BofRS director of research.

Wives attended the introductory session of the general chairmen's seminar on Sunday evening. Shown here (from the left) are Edith Flowers, wife of Roy Flowers, L&N general chairman; Marge Chandler, wife of BofRS Vice President Chuck Chandler; Leah Hodsdon, wife of Ed Hodsdon, Soo Line general chairman; Betty Bates, wife of BofRS President Tom Bates; and Julie Van Artsdalen, wife of Val Van Artsdalen, BofRS grand lodge representative.

The importance of negotiations in the collective bargaining process was emphasized in introductory remarks by BofRS President Tom Bates on the opening day of the general chairmen's seminar.

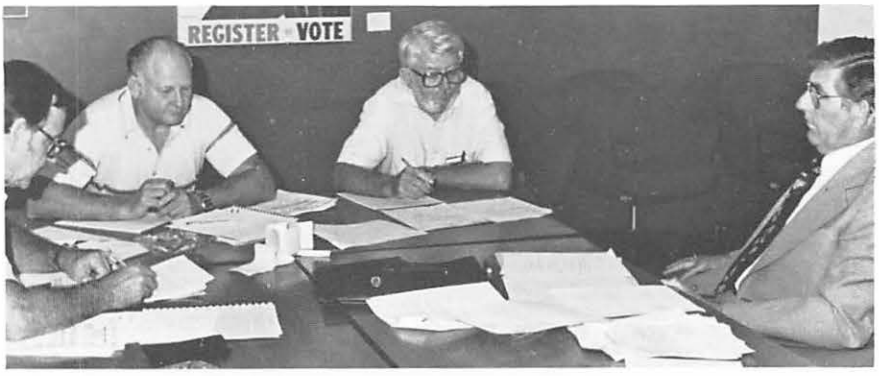
Giving out assignments and describing the week's program on the first morning was M. B. "Pete" Frye (standing) BofRS vice president. Tom Bates (seated) BofRS president, in opening remarks to the general chairmen's seminar, stressed the importance of the week's work and that they would get good practical experience to go along with the lectures and classroom discussion.

Attending the opening session in the classroom are (from the left in the front row): Witt B. Harwell, Jr., BofRS vice president; V. M. Speakman, Jr., BofRS grand lodge representative; William A. Class, Jr., general chairman, Burlington Northern; Robert F. Richardson, assistant general chairman and general secretary-treasurer, BN; Owen C. Lewis, general chairman, Pacific Southwest General Committee; and Val Van Artsdalen, BofRS grand lodge representative. In the back row (from the left) are: R. Thomas Bates, BofRS president; Charles S. Chandler, BofRS vice president; John E. Hansen, BofRS vice president; and W. W. Lauer, BofRS director of research.

Other students at the general chairmen's seminar at the Labor Studies Center shown here (from the left) are: W. D. Best, BofRS secretary-treasurer; W. Daniel Pickett, local chairman, Goodwin Lodge 77, N&W; Walter W. Altus, Jr., BofRS vice president; Harvey H. Parker, general chairman, Northeast General Committee; E. D. Hodsdon, general chairman, Soo Line; and James A. Kistler, assistant general chairman, United Signalmen General Committee.

Classroom students shown here are M. B. "Pete" Frye (left) BofRS vice president; Richard J. Szprygada (center) assistant general chairman, United Signalmen General Committee; and John W. Hogan, general chairman, Long Island.

Collective bargaining session video taped here shows (left to right): Robert F. Richardson, signal engineer, ABC; James A. Kistler, manager labor relations, ABC; Charles R. Vaught, director labor relations, ABC; Owen C. Lewis, general chairman, XYZ; William A. Class, Jr., vice president, XYZ; and Billy Joe Woodruff, local chairman, XYZ. In real life, Richardson is assistant general chairman and general secretary-treasurer, BN; Kistler is assistant general chairman, USGC; Vaught is SOU general chairman; Lewis is general chairman PSGC; Class is BN general chairman; and Woodruff is ICG general chairman.



Discussing its position is one of the XYZ union teams. From the left are William Class, Jr., BN general chairman; Owen C. Lewis, Pacific Southwest General Committee general chairman; Walter W. Altus, Jr., BofRS vice president who acted as an advisor; and Billy Joe Woodruff, ICG general chairman. Class took the role of union vice president, while Lewis was the general chairman and Woodruff served as a local chairman.

Attending the classroom portion of the general chairmen's seminar on negotiations in collective bargaining are (from the left): Henry S. Gerth, general chairman, C&NW-RI-GB&W-BRI; Michael D. Dake, general chairman, StL-SF; M. B. Frye, BofRS vice president; W. D. Corn, MP general chairman; and William A. Radziewicz, assistant general chairman, USGC.

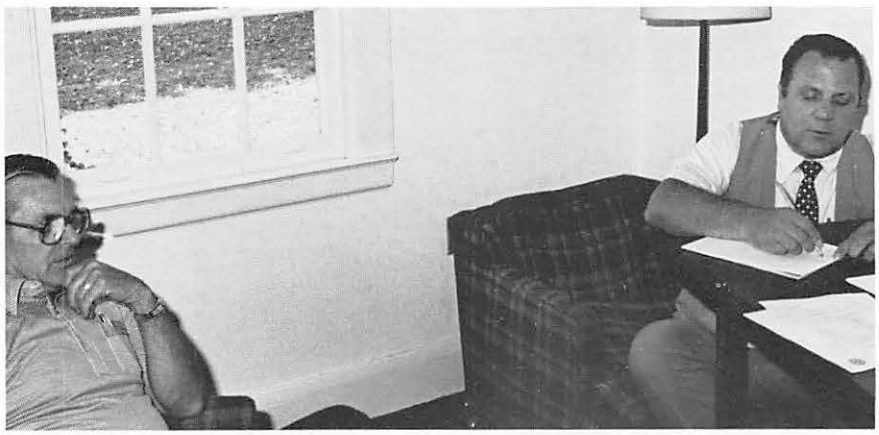
Other students at the seminar included (from the left): Charles R. Vaught, general chairman SOU-A&WP-K&IT; Roger E. McCaughan, BofRS grand lodge representative; Roy B. Flowers, general chairman, L&N; B. J. Woodruff, general chairman, ICG-P&PU-TP&W.

ABC Railroad team preparing includes (from the left) Robert F. Richardson, signal engineer; Charles R. Vaught, director of labor relations; W. W. Lauer, BofRS director of research, an advisor; and James A. Kistler, manager labor relations. Richardson is really BN assistant general chairman and general secretary-treasurer; Vaught is SOU general chairman; Lauer is BofRS director of research; and Kistler is assistant general chairman, USGC.

negotiating session they were video taped discussing the two items in the Section 6 Notice and the carriers' counter proposals. The three negotiating session tapes were played back for all students. Discussion of the performances and content of the notices and proposals was held with participation by all concerned — instructors and students.

Other topics covered at the seminar included presentations by specialists and generally provided

This negotiating session included (from the left): E. D. Hodsdon, signal engineer; William A. Radziewicz, director labor relations, both of the ABC Railroad; John W. Hogan, general chairman; Roger E. McCaughan, union vice president; and Richard J. Szprygada, assistant general chairman and signal foreman (these latter three men are of the XYZ union). Actually Hodsdon is Soo Line general chairman, Radziewicz is assistant general chairman USGC, Hogan is LI general chairman, McCaughan is BofRS grand lodge representative, and Szprygada is assistant general chairman USGC.



One of the ABC Railroad teams included William A. Radziewicz (right) as director of labor relations. Actually he is assistant general chairman of the United Signalmen General Committee. Advisor (at left) is Witt B. Harwell, Jr., BofRS vice president.

Considering a union position is an ABC Railroad team of E. D. Hodsdon (left) signal engineer; and William A. Radziewicz, director labor relations. Hodsdon is Soo Line general chairman, and Radziewicz is assistant general chairman, USGC.

for discussion by students.

How bills become law was the topic of a film that had been shown on the Public Broadcasting Service. It concerned making amendments to the Clean Air Act in which automobile manufacturers desired to delay emission standards. The film showed House of Representative committees in action and showed the two sides in the amending process discussing the proposals with constituents and lobbyists. A compromise was reached and the emission standards were relaxed somewhat and the timeframe stretched to allow automakers more time to meet the standards.

David Alexander, educational specialist at the Center, led a discussion about the legislative process. He has been involved in apprenticeship training and labor coordinator at Rutgers University and the New York State School of Industrial and Labor Relations at Cornell University.

Another XYZ union team included John W. Hogan (right) as general chairman, and Richard J. Szprygada as assistant general chairman. Val Van Artsdalen (left) BofRS grand lodge representative was an advisor. Hogan is general chairman, LI, and Szprygada is assistant general chairman, USGC.

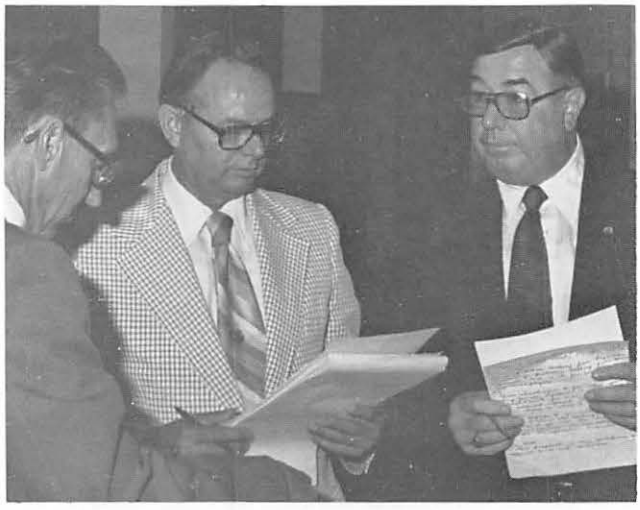
Caucusing is an XYZ union team of John W. Hogan (left) general chairman; Richard J. Szprygada (center) assistant general chairman; and Roger E. McCaughan, union vice president. Hogan is really LI general chairman; Szprygada is assistant general chairman, USGC, ConRail; and McCaughan is a Canadian general chairman and BofRS grand lodge representative.

Negotiating session of an ABC Railroad team and an XYZ union team was video taped and then played back for everyone as a learning experience. In their roles, they are (from the left) William D. Corn and Roy B. Flowers, assistant vice presidents labor relations; and Henry S. Gerth, vice president labor relations, all of the ABC Railroad. Michael D. Dake is general chairman; Harvey H. Parker is union vice president; and W. Dan Pickett is assistant general chairman, all of the XYZ union. In real life these actors and their true positions are as follows: Corn is general chairman, MP; Flowers is general chairman, L&N; Gerth is general chairman, C&NW-RI; Dake is general chairman, StL-SF; Parker is general chairman NEGC; and Pickett is local chairman, N&W.

Concerning legislation affecting railroads and railroad unions, Jim Snyder, United Transportation Union's national legislative director, assisted by UTU's Georgia state legislative director Bob Bullington, discussed the issues. They reported on progress of the Rail Deregulation Bill, Rock Island employee protection legislation, efforts to amend the Railroad Retirement Act of 1974 to improve funding, as well as rail safety bills and the coal slurry pipeline bill. Snyder pointed out

XYZ union team is preparing its case. From left are: Michael D. Dake, general chairman, StL-SF; Roger E. McCaughan, BofRS grand lodge representative; W. Daniel Picket, local chairman, N&W Goodwin Lodge 77; Charles S. Chandler, BofRS vice president; and Harvey H. Parker, general chairman, Northeast General Committee. Dake played the role of general chairman, while Picket was the vice general chairman, and Parker was the union vice president.

Another caucus involves an XYZ union team composed of Michael D. Dake (left) general chairman; Harvey H. Parker, union vice president; and W. Dan Pickett, vice general chairman. Dake is really StL-SF general chairman; Parker is Northeast General Committee general chairman; and Pickett is local chairman N&W.



Holding a caucus is an ABC Railroad team. From the left are Roy B. Flowers, assistant vice president labor relations; Henry S. Gerth, vice president labor relations; and William D. Corn, assistant vice president labor relations. In real life, Flowers is L&N general chairman; Gerth is C&NW-RI general chairman; and Corn is MP general chairman.

Discussing strategy are ABC Railroad team members Roy B. Flowers (left) assistant vice president labor relations; and Henry S. Gerth, vice president labor relations. Both are really general chairmen, Flowers for the L&N and Gerth for the C&NW-RI.

Another ABC Railroad team included William D. Corn (left) as assistant vice president labor relations, and advisor was V. M. Speakman, Jr., BofRS grand lodge representative. Corn is actually MP general chairman.

Speakers

Legislation affecting railroads and their workers was discussed by Jim Snyder (left) national legislative director, United Transportation Union; and Robert M. Bullington, UTU's Georgia legislative director.

Duty of fair representation was discussed by John Clark (left) attorney with the law firm of Highsaw, Mahoney & Friedman. At his left is BofRS President Tom Bates.

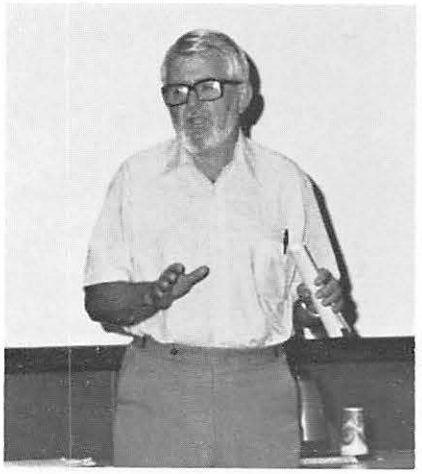
Handling of discipline under the Railway Labor Act was discussed by David Stowe (right) former member National Mediation Board and now a professional mediator. BofRS President Tom Bates (left) introduced Stowe and described some personal experiences he has had with Stowe at the Mediation Board.

Economics play an important role in American life today. Russ Allen (right) deputy director, Labor Studies Center, stressed this fact when introducing Woodrow Ginsburg, economist and senior staff associate at the Center who discussed the economic climate.

Making Signal RS&I tests and application of the Hours of Service Law to signalmen was discussed by this panel of Federal Railroad Administration officials. From the left are: Gordon C. Childers, railroad safety specialist who covered Hours of Service matters; Joseph W. Walsh, associate administrator for safety; and S. H. Stotts, chief signal & train control division.

that when working together rail labor and management have been able to get favorable legislation passed. He urged that such cooperation will be needed in order to correct the money problems with the Railroad Retirement Fund.

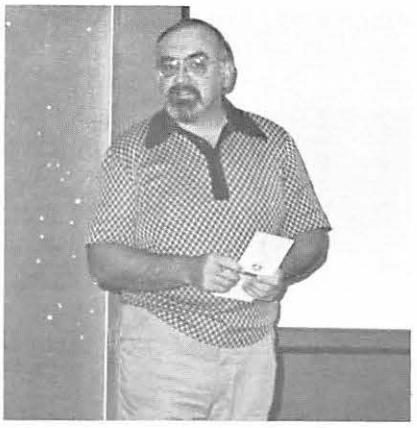
Economic policy of the U.S. government and its impact on labor was the subject of an interesting overview by Woodrow Ginsburg, senior staff associate at the Center. Ginsburg who has worked for the Automobile and Rubber Workers unions and was on the staff of the War Labor Board, discussed the impact of



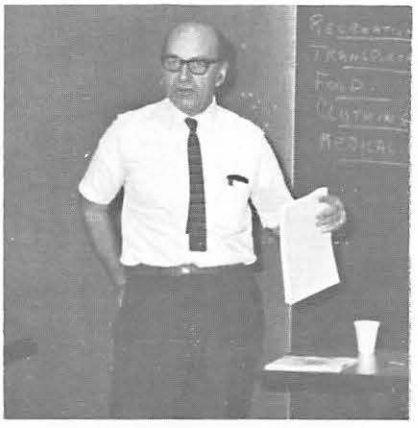
Operation of the National Railroad Adjustment Board was described by Walter W. Altus, Jr., BofRS vice president.

Importance of supporting the Signalmen's Political League and how it can be done through payroll deductions was described by W. W. Lauer, BofRS director of research.

How bills become laws in the federal Congressional process was described in a film concerning amending the Environmental Protection Act with respect to emissions from automobiles. Explaining the importance of the film and discussing the legislative process was David G. Alexander, educational specialist at the Center.



For an evening's entertainment, Gene Morrill, evening coordinator at the Labor Studies Center, reported to signalmen about plays being presented in the Washington area and arranged to obtain tickets.



Economics plays a large role in American life today, and the labor viewpoint on the subject was discussed by Woodrow Ginsburg, adjunct senior staff associate at the Labor Studies Center. He is also director of research and public policy for the Center for Community Change.

inflation and unemployment on the economy. He presented AFL-CIO policy decisions as to what can be done to improve the economic outlook.

Handling discipline matters under the Railway Labor Act was detailed and interestingly told by one who has been involved deeply in such matters. The professor of this vital topic for railway unionists was David Stowe, former member of the National Mediation Board and now a professional mediator.

A discussion of the application of the Hours of Service Law to signalmen and the Signal RS&I were discussed by Gordon Childers, railroad safety specialist, FRA; S. H. Stotts, chief signal & train control division, FRA; and Joseph W. Walsh, associate administrator for safety, Federal Railroad Administration. Walsh also described how complaints about HofS or RS&I violations are handled at the Washington and regional levels. He urged continued reports from President Bates on violations. After FRA personnel investigate complaints, the results of the investigations are reported to Bates.

A union's duty of fair representation is an important element and function today. This area of union activity was discussed by John Clark, attorney, with the law firm of Highsaw, Mahoney, & Friedman. The duty, Clark said, ranges from the local level through the entire organization and how matters are dealt with on a policy basis.

"Fink" award is presented to M. B. "Pete" Frye by Russell Allen, deputy director, George Meany Center for Labor Studies. Frye, BofRS vice president, took the part of a railroad labor relations officer in a video tape training film on collective bargaining. His award is a coffee mug.

Coffee mug gift was presented to E. D. Hodsdon, Soo Line general chairman, by Russ Allen because the Center spelled his name correctly on his course certificate.

Best union representative award was made to Richard J. Szprygada (right) by Russell Allen, deputy director of the George Meany Center for Labor Studies. Szprygada played the part of an assistant general chairman and signal foreman on one of the XYZ union teams in a simulated negotiating session. In real life, Dick is assistant general chairman, United Signalmen General Committee. His award was a coffee mug, union made, of course.

A handshake and a coffee mug were awarded to Val Van Artsdalen (left) grand lodge representative, for an outstanding job as chairman of the liquid refreshment committee. Russ Allen performed the honors.

Graduates receive congratulations, a handshake and a certificate of course completion from President Tom Bates.

Billy Joe Woodruff, general chairman, Illinois Central Gulf-Chicago & Illinois Midland-Toledo, Peoria & Western-Peoria & Pekin Union-Amtrak

Your opinion is important to the Signalmen's negotiating committee. Send in your questionnaire promptly.

Charles R. Vaught, general chairman, Southern-Atlanta & West Point-Kentucky & Indiana Terminal

Val Van Artsdalen, BofRS grand lodge representative

Richard J. Szprygada, assistant general chairman, United Signalmen General Committee

V. Joseph Sartini, general chairman, Norfolk & Western

Robert F. Richardson, assistant general chairman and general secretary-treasurer, Burlington Northern

William A. Radziewicz, assistant general chairman, United Signalmen General Committee

W. Daniel Pickett, local chairman, and recording & financial secretary, Goodwin Lodge 77, Norfolk & Western.

Harvey H. Parker, general chairman, Northeast General Committee

Roger E. McCaughan, BofRS grand lodge representative

Balcony around the classroom at the Labor Studies Center afforded an aerial view of signalmen in session. Above, Pete Frye, BofRS vice president, is describing what is planned for the week's work at the Center.

Owen C. Lewis, general chairman, Pacific Southwest General Committee

W. W. Lauer, BofRS grand lodge representative

James A. Kistler, assistant general chairman, United Signalmen General Committee

Henry S. Gerth, general chairman, Chicago & North Western-Rock Island-Green Bay & Western-Burlington-Rock Island Joint Texas Division.

Roy B. Flowers, general chairman, Louisville & Nashville

Michael D. Dake, general chairman, St. Louis-San Francisco

AFL-CIO tells EEOC about jobs & wages

In a letter to Eleanor Holmes Norton, head of the Equal Employment Opportunity Commission, Lane Kirkland, president, American Federation of Labor and Congress of Industrial Organizations, presented views on the subject of job segregation and wage discrimination under Title VII and the Equal Pay Act.

Kirkland said he hoped his letter (printed below) will be sufficient to carry organized labor's commitment to eradicating discrimination in the setting of wages.

Experience demonstrates that the system for setting wages, and establishing other terms and conditions of employment that best meets workers needs is collective bargaining. No single step is more likely to bring greater equity to the wage setting process than the spread of union organization to every worker who wants a voice in his or her own working situation. The AFL-CIO and its affiliates are devoting their energy and resources to that task. It is difficult for us to envisage a more fruitful contribution to the public good.

But, as we demonstrated in 1964, during the national debate on what became the Civil Rights Act, we are not oblivious to the

John W. Hogan, general chairman, Long Island

E. D. Hodsdon, general chairman, Soo Line

William D. Corn, general chairman, Missouri Pacific

William A. Class, Jr., general chairman, Burlington Northern

point that the collective bargaining system, in common with all human endeavors, is less than perfect. As George Meany said then in testifying before Congress:

"The leadership of the AFL-CIO, and of the separate federations before merger, has been working ceaselessly to eliminate those prejudices. The leaders of every affiliated national and international union are enlisted in the same effort. We have come a long way in the last 20 years — a long way farther, I might say, than any comparable organization, including the religious organizations as a whole, and certainly we are a generation or more ahead of the employers as a whole.

"But we have said repeatedly that to finish the job we need the help of the U.S. Government. When the rank-and-file membership of a local union obstinately exercises its right to be wrong, there is very little we in the leadership can do about it, unaided.

"In short, I am not here to ask for special exemptions for unions; quite the contrary. I hope the law you draft will cover the whole range we ourselves have written into our constitution."

It is in that spirit that the labor movement approaches the questions arising under Title VII including that before the Commission in this instance. It is no mere happenstance that the two organizations that have been at the very forefront of pushing the issue of wage discrimination to the center of our consciousness are the International Union of Electrical, Radio and Machine Workers, AFL-CIO, and the Coalition of Labor Union Women.

As I understand matters, the most controversial legal issue before the EEOC on the meaning and reach of Title VII and the role of the Commission with regard to wage setting concerns sex discrimination in that process. Rational discussion of the subject must start from two established propositions: First, the data show that the average income of working women is 60 percent of that of working men, a figure that has remained essentially unchanged for decades. Second, the analysis we have reviewed points toward the conclusion that a substantial portion of this difference is traceable to sex discrimination.

These propositions necessarily imply Title VII violations in the fixing of women's wages. The Act, it is undisputed, prohibits "discrimination against any individual with respect to his compensation" based on "such individual's race, color, religion or national origin". The statute's literal language provides equally that such discrimination cannot be valid if based upon "sex". Whatever an employer's preconceptions about women workers as a group — their alleged reliability, capacities, needs, weaknesses — and whatever the society's relative valuation of certain occupations because traditionally they have been "women's work" — these attitudes

and judgments can no more justify segregated assignments or diminished wage rates than could assumptions about the proper job assignment or compensation of Episcopalians or Canadians.

As the most judicial opinion in point put the issue before it, "The statutory issue here is whether Congress intended to permit Westinghouse to willfully discriminate against women in a way in which it could not discriminate against blacks or whites, Jews or Gentiles, Protestants or Catholics, Italians or Irishmen, or any other group protected by the [Civil Rights] Act". (*IUE v. Westinghouse,* C.A. 3, Nos. 79-1893 and 79-1894 (Aug. 1, 1980), Sl. Op. 7.) That Court answered "[W]e hold that this alleged intentional discrimination in formulating classifications of jobs violates Title VII" *id.*).

Not to labor the point further, we believe it is clear that where *sex discrimination* in wage setting is involved, Title VII applies. And, we believe also that neither the Equal Pay Act nor the Bennett Amendment to Title VII mark the limits of the federal law.

The courts of appeals have explained persuasively that Title VII is not limited to disparities in pay between the sexes for "equal work" but rather goes beyond the narrow area of Equal Pay Act application. Thus, the Ninth Circuit in *Gunther* v. *County of Washington,* 602 F.2d 882, 891 concluded "that Equal Pay Act standards apply in Title VII suits when plaintiffs raise a claim of equal pay. When plaintiffs raise a claim under Title VII of discriminatory compensation in the absence of an allegation that they perform substantially equal work, no conflict with the Equal Pay Act arises because the Equal Pay Act is inapplicable".

As for the contention that whatever might have been the case without it, the Bennett Amendment restricts Title VII to a prohibition against conduct that would also violate the Equal Pay Act, again we find persuasive the contrary conclusion of the Ninth and Third Circuits:

The Equal Pay Act applies only when a plaintiff has been denied equal pay for equal work, and "authorizes" a differentiation only where one of the four defenses is invoked. The Equal Pay Act does not "authorize" differentiations in the absence of equal work; in those cases it simply does not apply. [*Gunther,* Supp. Op., *supra,* 22 FEP Cases at 1652-53.]

* * *

[E]xcept for the four limitations of section 206(d), Title VII has as broad a coverage on sex discrimination cha[r]ges as it does in any other case. Thus, other than the four exceptions of the Equal Pay Act, there is no dilution of sex discrimination coverage in Title VII cases.

[T]he Bennett Amendment merely incorporates into Title VII the four exceptions outlined in the Equal Pay Act. [*IUE, supra,* Sl. Op. 12-13.)

The key, then, to Title VII's application here, and thus to the EEOC's role, is a showing of sex discrimination in setting wages. As Mr. Justice Powell noted in a pivotal civil rights case, however, "the concept of discrimination is susceptible to varying interpretations" (*University of California Regents* v. *Bakke,* 438 U.S. 265, 284). It is important, therefore, for the Commission, as the expert agency created by Congress, to focus its efforts on giving substance to that term in this area, moving vigorously, but carefully and systematically, to consolidate its developing legal position in the courts.

What would this mean in concrete terms? Certainly it means that the Commission should turn its attention to the most straightforward cases — for example, those presenting such situations as the hypotheticals described in *Gunther, supra* (602 F.2d 890, n. 9) where an employer explicitly pays a female worker less than the employer would pay a male to do the same work, or intentionally pays less to women workers "in a type of job that is comparable but not substantially equal to that performed by men". These present the strongest arguments for relief and should take first place in the Commission's enforcement program. Only a short step away and appropriately to be given consideration are cases in which an employer purports to follow some system for determining the worth of jobs, whether a job evaluation system or something less formal, but in fact applies that

You have a chance to voice your opinions on the operation of the Brotherhood and to have a say in negotiating a new agreement with the railroads. Put your answers down on the special BofRS questionnaire that you received in the mail this month. Return the form with your comments to Grand Lodge.

"system" differently to women and men. Very similar to these situations would be cases in which the employer manipulates the factors it takes into account in setting compensation in order to provide a "justification" for paying less in predominately female classifications.

The common point of the foregoing examples is that there is no need for the Commission to provide a basis for comparing different jobs and their worth. The *employer* has provided a standard of comparison. Comparability problems will arise, however, when a Title VII claim is based on the fact that employees in a female-dominated occupation are paid at a lower rate than male-dominated occupations; particularly is this so when the second occupation is not represented in the female employee's place of employment. In such a case the two jobs, and their value, can be compared only if a single measure of worth can be devised that applies to both. For it is not differences that Title VII prohibits but discrimination on specified bases.

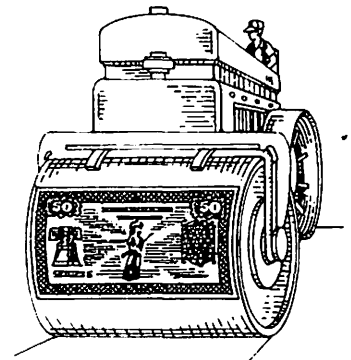
An approach that has been suggested to ascertaining discrimination *vel non* in these circumstances is to look at some version of formal job evaluation to provide the neutral measuring stick by which to determine the worth of widely differing occupations. It is, we agree, an approach with surface attractiveness, but one that we believe is unavailable at this time. The labor movement has, of course, long been opposed to most job evaluation because it has clearly *not* been a neutral device but rather a highly value-laden tool typically devised unilaterally by or for employers and solely in their interest. There is no basis for concluding that job evaluation, where employers have used it to determine pay rates, has produced equitable wage structures. Certainly, job evaluation is not a science in the normal sense of that term but a disparate series of systems for articulating and structuring subjective judgments. In what, so far as we have been able to determine, remains the most cogent and dispassionate judgment on the question to date, the Committee of the National Research Council commissioned by the Commission confirms that unhappy judgment. We quote from the Interim Report (pp. 54-56):

[C]omplaints [that jobs held predominantly by women are paid less than jobs of comparable worth held predominantly by men] imply that it is possible to assess the relative worth of jobs fairly and accurately. In this section we have discussed three features of formal job evaluation procedures that render problematic their utility for job worth assessment in a labor force highly segregated by sex. First, the relative ranking of jobs tends to be highly dependent upon which factors are used in the evaluation and how heavily each factor is weighted. But the principal procedure for deriving factor weights pegs them to current wage rates and thereby reflects [e.g.] existing sex differences in wage rates. Second, job evaluation is inherently subjective, making it possible [e.g.] that well-known processes of sex stereotyping will be operative in this context as well, resulting in an underevaluation of jobs held predominantly by women. Third, many employers use several job evaluation plans — one for shop jobs, one for office jobs, etc. — a procedure that makes it impossible to compare the worth of jobs in different sectors of a firm.

"It is as yet unclear to the Committee," the Report concluded, "how damaging these problematic features of formal job evaluation procedures are; such an assessment must await further study. The Committee reserves judgment on these matters until its final report." This being the current state of the art, job evaluation does not now provide, in our view, a means for objective comparison of the worth of differing jobs.

The sum of the foregoing is this. The Commission, we submit, has a pressing responsibility to begin the job of redressing discrimination on the basis of race, sex, religion or national origin in the setting of wages. Because of the limits of our present knowledge and the competing claims on scarce enforcement resources, the Commission should concentrate on cases like *IUE* v. *Westinghouse,* challenging intentional discrimination in formulating classifications of jobs and in setting the wages paid for these classifications.

Pave the way.



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St. Paul regional has good crowd

Urging members to vote on election day was one of the many topics discussed by R. T. Bates, president, BofRS, at the St. Paul, MN regional meeting on Saturday, November 1, 1980. In other news, Bates reported good response by our members to a request to write Congressmen and Senators asking them to vote for legislation to correct deficits in the Railroad Retirement System. He reported progress in working out a Section 6 Notice to be served on the carriers in January 1981.

Help for an injured signalman is as near as the telephone said Robert N. Stone of the Rerat Law Firm. He described how the Federal Employers' Liability Act applies to signalmen.

Chairing the St. Paul regional meeting of the Brotherhood of Railroad Signalmen was John T. Bass, vice president.

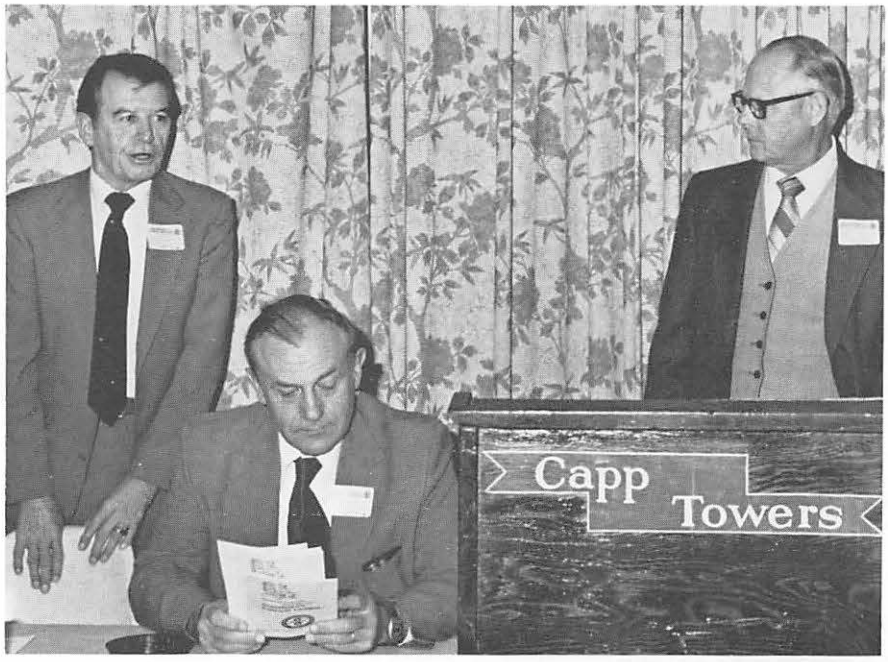
A story of the Railroad Retirement Board, its organization and the benefits and services of the retirement system are briefly described in a 30-minute slide-tape presentation that can be borrowed from the labor member's office of the Board. Brian Running, district manager, St. Paul regional office of the Railroad Retirement Board, briefed members on RRB and retirement system benefits. He said local lodges may find it helpful to borrow the RRB's slide tape presentation. He suggested local lodge officers write to the labor member of the Board and give at least two dates when they would like the slide-tape projector kit. Demand has been quite good for this presentation, which is a brief version of the RRB's informational conferences.

Supplemental sickness benefits were described by Donald R. Leiderman, manager claims, Provident Life & Accident Insurance.

Take pride in your work, do a good day's job and you will be successful. That is the formula presented by Vice President Witt B. Harwell, Jr., to members attending the Brotherhood's regional meeting in St. Paul, MN in November.

Medical and hospital benefits as provided by Travelers Insurance were described by Merrill E. Phillips (at podium), second vice president. At Phillips left are President Tom Bates, Vice President John T. Bass, and Board of Trustee Secretary William A. Class, Jr., who is also Burlington Northern general chairman.

Enforcement of railroad safety regulations by the Federal Railroad Administration was described by L. C. Anunson, supervisor railroad safety inspection, of FRA's Minneapolis, MN office.



Hours of Service application to signalmen and Signal RS&I tests were discussed by these Federal Railroad Administration district officials from Minneapolis. At left is D. E. Messenger, operating practices inspector, answering a question about the HofS application to signalmen. W. C. Kreamer (center), signal & train control inspector, talked about the Signal RS&I and the importance of the man making the test filling out the forms and signing them to indicate that he had made the required tests. L. C. Anunson (right) supervisor railroad safety inspection, answered questions and described the work of the Minneapolis FRA office.

Describing the benefits of the AEtna dental plan is Ken Kienle, manager claims, Minneapolis office, AEtna Life & Casualty Co.

Signalmen's Political League collects funds from H. R. Neihart (left) recording & financial secretary of Aurora-Galesburg Lodge 103, BN. Accepting the money is V. M. "Butch" Speakman, Jr. (center) grand lodge representative. Assisting in the SPL collections is Val Van Artsdalen, also BofRS grand lodge representative.

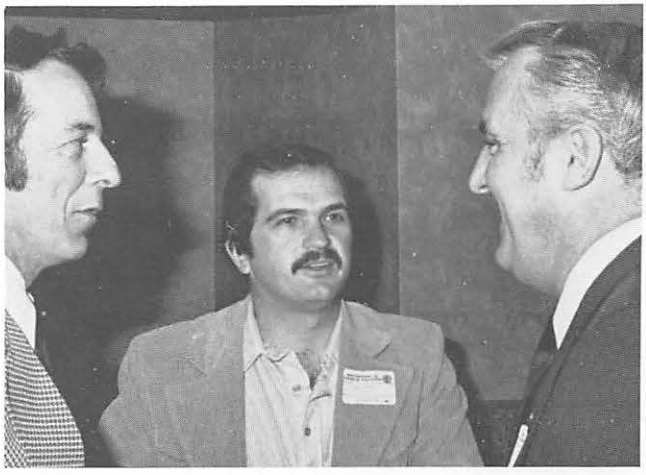
Enjoying a conversation are G. Orbin (left) of Great Northern Lodge 154, BN; Tom G. Grace, recording & financial secretary, Maple Leaf Lodge 98, C&NW; and Robert J. Sheridan (right) of local 154, BN.

What are they looking at? They are L. F. Parker Jr., (left) local chairman, Aurora-Galesburg Lodge 103; C. R. Adkison (center) local chairman, local 103; and Robert F. Richardson, assistant general chairman and general secretary-treasurer, BN.

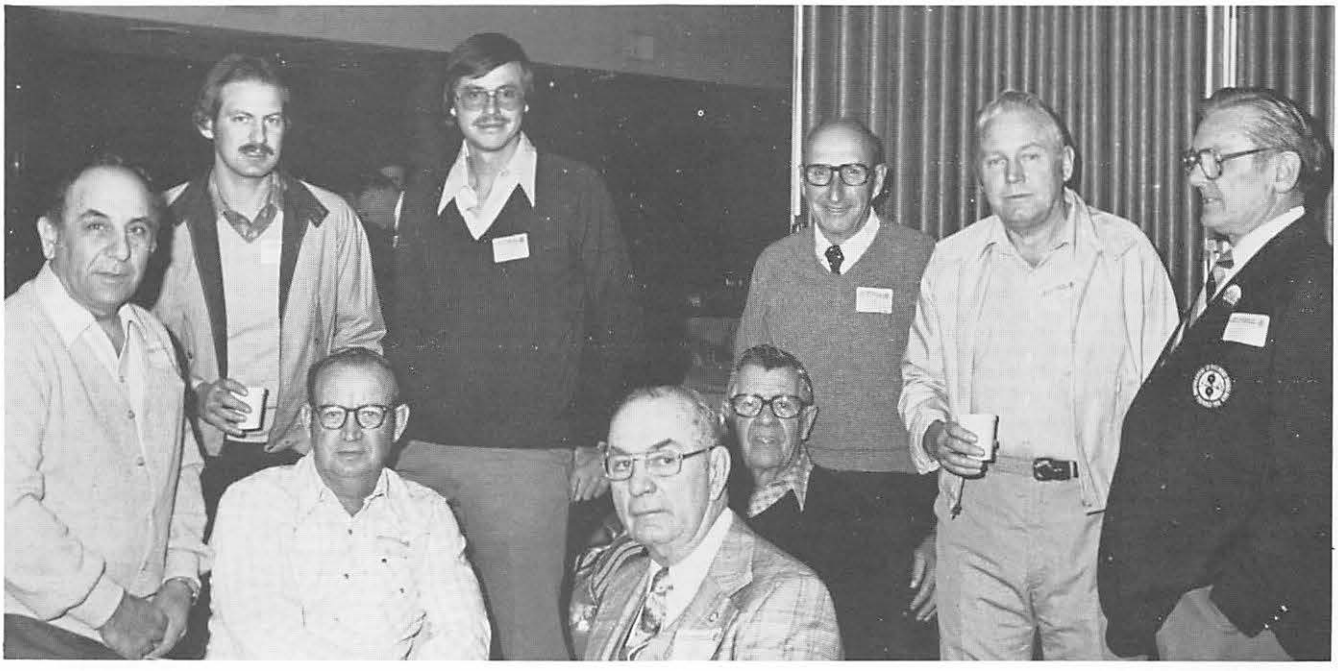
Milwaukee Road signalmen chat with W. D. Best (right) BofRS secretary-treasurer. They are Gary T. Schaning (left) and John H. Milne, retired. Brothers Schaning and Milne are members of Milwaukee Lodge 61.

Coffee break time found three former CB&Q signalmen talking. They are H. Ralph Neihart (left) recording & financial secretary, Aurora-Galesburg Lodge 103, BN; W. W. "Walt" Lauer, BofRS director of research; and Charles H. White (right), local president, local 103, BN.

Enjoying a story is Henry S. Gerth (right) general chairman, C&NW-RI; and Tom G. Grace (left) recording & financial secretary, Maple Leaf Lodge 98, C&NW. Story teller is Robert N. Stone, attorney, of the Rerat Law firm.



Soo Line signalmen talk to President Tom Bates (right). They are E. D. Hodsdon (left) general chairman; and Curt R. Dockter, member of Soo Line Lodge 6.



Milwaukee Road signalmen gathered for a picture for the TSJ camera. They are (from the left): L. E. Ferris, recording & financial secretary, Minneapolis Lodge 220; J. R. Digman (standing), Local Lodge 219; J. B. Digman (seated) local 219; Gary T. Schaning (standing) Milwaukee Lodge 61; John H. Wertish (seated) Local 220; John H. Milne (seated) retired member of Local 61; John L. Schones (standing) Local 220; Bruce K. Ronnander, Local 220; and Witt B. Harwell, Jr., BofRS vice president.

BN Great Northern Lodge 154 members take a break at the meeting. They are George W. Hemm (left); James J. Lorenz and Harry J. Harwick (right).

Milwaukee Road signalmen enjoy a break. They are Harold L. Wolfe (left) of Minneapolis Lodge 220; Bruce K. Ronnander of local 220; and Jeff L. Barton (right) local chairman, Milwaukee Lodge 61.

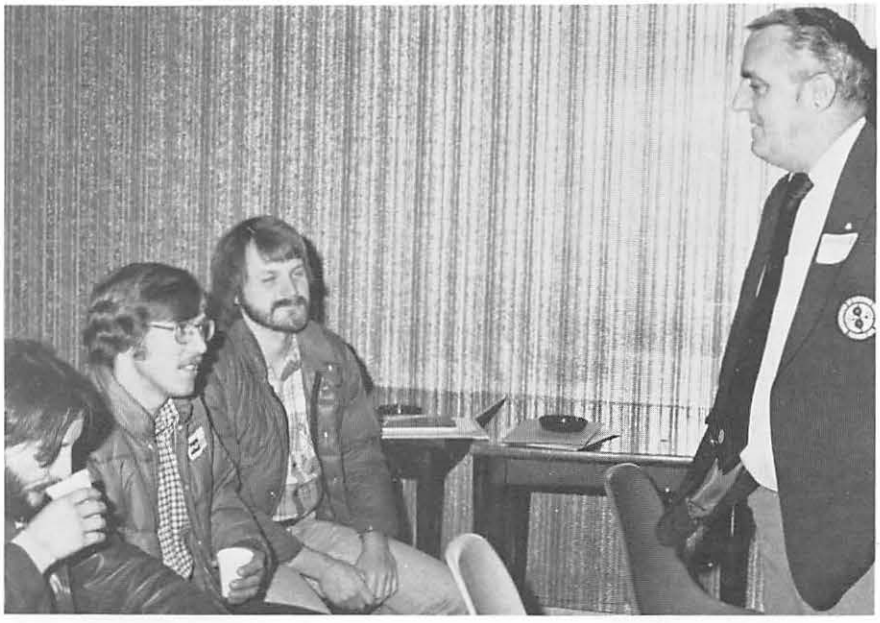
Taking a break are Robert F. Richardson (left) assistant general chairman & general secretary-treasurer, BN; Gaylord T. Orbin of Great Northern Lodge 154; and Robert Sheridan (right) of local 154.

Parting with money for a good cause is L. F. Parker, Jr. (right) local chairman, Aurora-Galesburg Lodge 103, BN. He's giving money for the Signalmen's Political League to Val Van Artsdalen, BofRS grand lodge representative.

FELA might be the topic of this conversation between Floyd Nelson (left) of the Rerat Law Firm, and J. J. Wilkowski, local chairman, of Great Northern Lodge 154, BN.

Listening to a Milwaukee Road signalman is Witt B. Harwell, Jr. (left) as John H. Wertish of Minneapolis Lodge 220 talks. Harwell is the midwest vice president for the Brotherhood.

During a break, M. D. Coilinge (left) of Minneapolis Lodge 220, MILW, chats with John T. Bass, BofRS vice president.



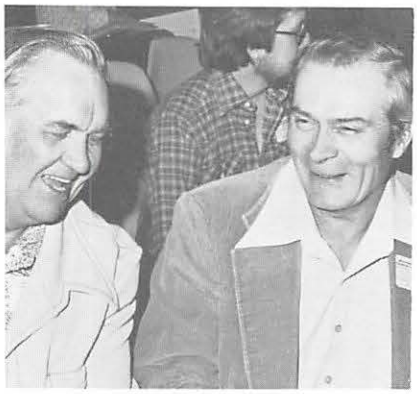
Enjoying a presidential chat are Great Northern Lodge 154 BN signalmen. From the left are Doug D. Nowling, R. J. Plakut and Bob C. Latimer listening to BofRS President Tom Bates.

Great Northern Lodge 154 members take a break following the St. Paul regional meeting. Cletus F. Burbach (left) and Steve J. Triemert work at the BN signal shop in St. Paul.

Taking a break are Great Northern Lodge 154 members. From the left are Randy D. Christianson; R. J. Plakut; James Rutten; and David J. Meech, local chairman. All work for the BN.

Making his point is David J. Meech (right) local chairman, Great Northern Lodge 154, BN, with Witt B. Harwell, Jr., BofRS vice president.

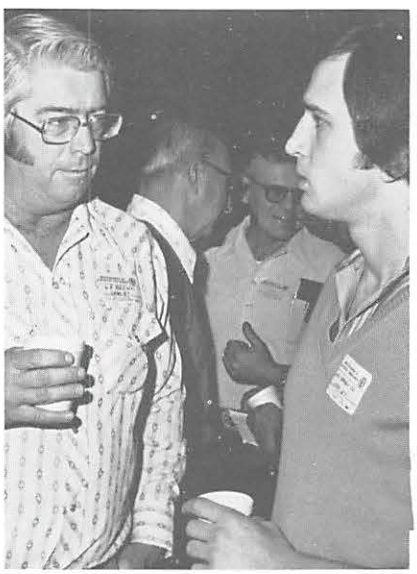
Burlington Northern signalmen from Great Northern Lodge 154 enjoy a break in the St. Paul regional meeting. From the left are: Ron D. Wiley, Reubin F. Finkelson, John M. Woicik, and Richard T. Colling.



Enjoying a joke are Henry J. DePaepe Jr., (left) of C&NW Local Lodge 130; and J. D. "Jack" Boots of J. C. Gerke Lodge 9, C&NW, formerly of Pioneer Lodge 23, RI.

Vote tie of W. D. Best, BofRS secretary-treasurer, attracts the attention of C. R. "Sonny" Adkison (right), local chairman, Aurora-Galesburg Lodge 103, BN.

Greeting Kenneth M. Johnson (right) of Great Northern Lodge 154, BN, is W. W. Lauer, BofRS director of research.



Burlington Northern members take a coffee break at the St. Paul meeting. George E. Brown (left) local president and local chairman of St. Paul Lodge 87, listens to Douglas E. Kapernick of Great Northern Lodge 154.

Paperwork could be the topic of this conversation between L. E. Ferris (left) recording & financial secretary, Minneapolis Lodge 220, MILW, and W. D. Best, BofRS secretary-treasurer.

Omaha Lodge 168 history might be discussed here by T. G. Moline (left) a charter member of the local, and Henry S. Gerth, general chairman, C&NW.

Remember to fill out and return your BofRS questionnaire before April 15, 1981.

TSJ camera caught W. W. Lauer (left) BofRS director of research, as he was listening to Neil H. McCleary, member of Aurora-Galesburg Lodge 103, BN.

You have a chance to voice your opinions on the operation of the Brotherhood and to have a say in negotiating a new agreement with the railroads. Put your answers down on the special BofRS questionnaire that you received in the mail this month. Return the form with your comments to Grand Lodge.

Right-to-work laws do not always favor workers

Right-to-work laws sound like the simple solution to those who want to work, but the practice in states where they are on the record, often result in just the opposite. As the table indicates, many workers in RTW states have lower wages than their counterparts in other states where there are no RTW laws on the statute books.

Under US law, the union that is certified to represent the majority of workers in a bargaining unit must provide equal service to all members in the bargaining unit, whether or not all such workers pay dues for the union's services. Thus, right-to-work laws actually permit nondues paying workers to lawfully receive all the same benefits as do those who foot the bill which made the service possible in the first place. In other words, in RTW states some workers get a free ride on the backs of union members.

Wage data for 1979 covering the 50 states in the U.S.

State	Per Capita Personal Income (1)	Average Weekly Wages (2)	Union Members Percent (3)
Alabama (1953)	$ 6,962	$242.16	19.2
Alaska	11,219	401.25	26.2
Arizona (1947)	8,423	268.77	13.8
Arkansas (1947)	6,933	205.52	15.0
California	10,047	280.50	23.7
Colorado	9,122	264.60	15.2
Connecticut	10,129	270.06	21.9
Delaware	9,327	279.18	21.0
Florida (1944)	8,546	221.94	11.7
Georgia	7,630	207.64	13.6
Hawaii	9,223	244.35	32.1
Idaho	7,571	265.04	14.3
Illinois	9,799	296.66	31.5
Indiana	8,570	315.94	29.3
Iowa	8,772	313.88	19.2
Kansas (1958)	9,233	276.22	12.8
Kentucky	7,390	266.74	22.4
Louisiana (1976)	7,583	287.86	16.0
Maine	7,039	217.34	18.3
Maryland	9,331	283.60	21.0
Massachusetts	8,893	242.61	24.5
Michigan	9,403	359.72	34.6
Minnesota	8,865	277.20	24.4
Mississippi (1954)	6,178	196.02	12.7
Missouri	8,251	264.65	30.0
Montana	7,684	362.08	24.1
Nebraska	8,684	269.69	15.3
Nevada (1951)	10,521	267.58	22.9
New Hampshire	8,351	216.44	13.2
New Jersey	9,747	277.36	23.0
New Mexico	7,560	212.66	12.1
New York	9,104	260.17	39.2
North Carolina (1947)	7,385	192.85	6.5
North Dakota	8,231	234.42	14.6
Ohio	8,715	325.36	29.5
Oklahoma	8,509	264.46	13.4
Oregon	8,938	304.92	23.1
Pennsylvania	8,558	278.10	34.2
Rhode Island	8,510	199.41	27.1
South Carolina (1954)	7,057	208.08	6.7
South Dakota	7,455	238.83	10.3
Tennessee	7,343	220.73	17.7
Texas (1947)	8,788	265.51	11.0
Utah (1955)	7,197	244.53	12.9
Vermont	7,329	225.62	17.4
Virginia (1947)	8,587	221.53	12.7
Washington	9,565	323.85	33.1
West Virginia	7,372	293.44	36.8
Wisconsin	8,484	297.00	27.8
Wyoming (1963)	9,922	248.25	14.9

(1) 1979 data
(2) Production workers in manufacturing in 1979
(3) Union members as % of nonfarm employment in 1978

Bold face: Right-to-work states 1979
(1948) Year passed Right-to-work law.

Unemployment benefits may be taxable says W. D. Best

With income tax time approaching, many railroad workers and retirees are concerned whether the benefits they received from the U.S. Railroad Retirement Board are taxable.

The following questions and answers describe the conditions under which unemployment and sickness benefits are taxable, the rules regarding railroad retirement-survivor benefits and income taxes, and other information.

1. Under what conditions are the unemployment or sickness benefits paid by the U.S. Railroad Retirement Board subject to Federal income taxes?

Under the Revenue Act of 1978, unemployment benefits paid under government programs, including sickness benefits paid in lieu of unemployment benefits, may be subject to Federal income taxes, depending on the total income and filing status of the beneficiary.

The Revenue Act specified certain income limits above which these benefits could be taxable. The total amount of adjusted gross income, plus unemployment benefits, plus sickness benefits paid in lieu of unemployment benefits, plus certain other income (disability income excluded from adjusted gross income) is considered in determining whether income exceeds these limits. For married individuals filing joint returns, the income limit, above which unemployment and/or sickness benefits are subject to Federal income taxes, is $25,000; for most other individuals, the limit is $20,000. For some married individuals filing separate returns, the limit is zero; so their benefits could be subject to Federal income taxes regardless of the amount of other income.

If total income as described above does not exceed the specified limits, railroad unemployment or sickness benefits are not subject to Federal income taxes. When income does exceed the specified limit, in some cases the entire amount of unemployment and/or sickness benefits would be taxable, and in others only a small portion would be.

2. What does "sickness benefits paid in lieu of unemployment benefits" mean?

This refers to sickness benefits paid by the Board during a period when the beneficiary would otherwise have been receiving unemployment benefits. Such sickness benefits are subject to Federal income taxes, the same as unemployment benefits.

Of course, the final authority on the circumstances under which railroad sickness benefits are taxable is the Internal Revenue Service.

3. I received railroad unemployment benefits last year. Is there any booklet which will help me to compute my income taxes?

Yes. Internal Revenue Service publication 905 "Income Tax Information on Unemployment Compensation" describes tax calculations for individuals who received unemployment benefits. Copies are available from the Internal Revenue Service or from any Railroad Retirement Board district office.

4. Will the Board send me a statement showing how much I received in railroad unemployment and sickness benefits during 1980?

Early in 1981, the Board will send railroad employees a statement (Form G-1099-UC) showing the total amount of railroad unemployment benefits received during 1980, and it will report the amounts to the Internal Revenue Service. Those whose sickness benefits may have been paid in lieu of unemployment benefits and are, therefore, subject to Federal income taxes, will be advised accordingly by letter from the Board, so that they will be aware of their potential tax liability. But their notification will not indicate the amount of sickness benefits paid, because the Board's records do not show whether, or what portion of, such benefits were paid in lieu of unemployment benefits.

5. Are railroad unemployment and sickness benefits subject to State income taxes?

In the opinion of the Board's General Counsel, railroad unemployment and sickness benefits are not subject to State income taxes. However, some States do not agree with this opinion and may require that these benefits be reported for State income tax purposes.

6. Are Railroad Retirement Board payments for supplemental unemployment benefits or new career training assistance under the Milwaukee Railroad Restructuring Act subject to Federal income taxes?

The supplemental unemployment benefits are subject to Federal income taxes under the Revenue Act of 1978. The Board will notify beneficiaries accordingly and furnish amounts paid. However, new career training assistance payments are not considered to be subject to Federal taxes.

7. Are benefits paid under the Railroad Retirement Act subject to income taxes?

Regular railroad retirement and survivor annuities and lump-sum benefits are not subject to Federal or State income taxes. They should not be listed on your tax returns. On the other hand, supplemental employee annuities paid under the Railroad Retirement Act must be included along with other taxable income on Federal income tax returns. Early in 1981, the Board will send individual annuitants statements (Form G-1099) showing the total amount of supplemental annuity payments received in 1980.

In the opinion of the Board's General Counsel, supplemental annuities are not subject to State income taxes. However, a number of States (including Alabama, Colorado, Idaho, Illinois, Kentucky, Maryland, Massachusetts, Michigan, Oklahoma and Wisconsin) do not agree with this opinion and require supplemental annuities to be reported for purposes of State income taxes.

8. In addition to my full-time railroad job, I also had a part-time job in 1980. Both employers deducted retirement taxes, and I think too much retirement tax was withheld. Can I get a refund or credit?

If you worked for 2 employers and total earnings exceeded $25,900 in 1980, excess retirement taxes may have been withheld from your wages. You can claim a withholding tax credit when you file your Federal income tax return (U.S. Individual Income Tax Form 1040, under Excess F.I.C.A. or R.R.T.A. Tax Withheld). This does not require an itemization of deductions.

Some employees who work for 2 railroads arrange for the 2 roads to coordinate the withholding of their railroad retirement taxes, so excess taxes are not withheld. However, this is not possible for employees who work for a railroad and a social security-covered employer.

Those who are self-employed, in addition to working for a railroad, need only pay retirement taxes on total earnings up to $25,900 in 1980. Normally, self-employed persons adjust their withholding from self-employment income during the year, so as not to pay excess retirement taxes. If they do not adjust their withholding accordingly during the year, they may claim a credit for any excess retirement taxes on their Federal income tax returns.

BY ANY OTHER NAME— IT STILL SMELLS LIKE COORS

Coors beer boycott leaders are warning consumers that the Coors company has a new beer on the market named "Herman Joseph 1868," but Coors beer by any other name is still Coors. PLEASE DO NOT BUY COORS OR HERMAN JOSEPH 1868 BEER.

For all residents (US and Canada):

Form ML-1 Rev. 8/80

Please let us know your present address? If the mailing label on this issue of The Signalman's Journal does not agree with your present address, please tell us by filling out the form below, pasting or taping the old label in the space provided and mail the entire coupon to:

Brotherhood of Railroad Signalmen
Box U, Mt. Prospect, IL 60056

Name _____

Street or Box No. _____ **Apt. No.** _____

City _____ **State** _____ **Zip** _____
Province **Postal Code**

Local Lodge No. _____ **Certificate No.** _____

Retired Member _____ **Non-Member** _____

Trade unions began political involvement 100 years ago

One hundred years ago, the predecessors of the AFL-CIO saw the need for political involvement. Such involvement would be essential to the growth and strength of the national trade union movement. In November 1881, the founders of the Federation of Organized Trades and Labor Unions (forerunner of the AFL founded in 1886) announced a declaration of principles in which 12 of them stressed mostly legislative objectives. The 13th was a call for political action to achieve the other 12: "That we recommend all trades and labor organizations to secure proper representation in all law-making bodies by means of the ballot . . ."

Eventually, that one recommendation brought about the CIO Political Action Committee, the AFL Labor's League for Political Education and when the two federations merged in 1955, COPE, the Committee on Political Education. It led to a national political program that involves millions of union members and their families in the democratic process.

Federation of Organized Trades and Labor Unions of the United States and Canada Declaration of Principles:

Preamble.

WHEREAS, A struggle is going on in the nations of the civilized world between the oppressors and the oppressed of all countries, a struggle between capital and labor, which must grow in intensity from year to year and work disastrous results to the toiling millions of all nations if not combined for mutual protection and benefit. The history of the wage-workers of all countries is but the history of constant struggle and misery engendered by ignorance and disunion; whereas the history of the non-producers of all ages proves that a minority, thoroughly organized, may work wonders for good or evil. It behooves the representatives of the workers of North America, in Congress assembled, to adopt such measures and disseminate such principles among the people of our country as will unite them for all time to come, to secure the recognition of the rights to which they are justly entitled. Conforming to the old adage, "In union there is strength," the formation of a Federation embracing every trade and labor organization in North America, a union founded upon a basis as broad as the land we live in, is our only hope. The past history of Trades Unions proves that small organizations, well conducted, have accomplished great good, but their efforts have not been of that lasting character which a thorough unification of all the different branches of industrial workers is bound to secure.

Conforming to the spirit of the times and the necessities of the industrial classes, we make the following:

Platform.

1. RESOLVED, That an organization of working-men into what is known as a Trades or Labor Union should have the right to the protection of their property in like manner as the property of all other persons and societies, and to accomplish this purpose we insist upon the passage of laws in the State Legislatures and in Congress for the incorporation of Trades Unions and similar labor organizations.

2. That we are in favor of the passage of such Legislative enactments as will enforce, by compulsion, the education of children; that if the State has the right to exact certain compliance with its demands, then it is also the right of the State to educate its people to the proper understanding of such demands.

3. That we are in favor of the passage of laws in the several States forbidding the employment of children under the age of fourteen years in any capacity, under penalty of fine and imprisonment.

4. That necessity demands the enactment of uniform apprentice laws throughout the country; that the apprentice to a mechanical trade may be made to serve a sufficient term of apprenticeship, from three to five years, and that he be provided by his employer, in his progress to maturity, with proper and sufficient facilities to finish him as a competent workman.

5. That the National Eight Hour law is one intended to benefit labor and to relieve it partly of its heavy burdens; that the evasion of its true spirit and intent is contrary to the best interests of the Nation; we therefore demand the enforcement of said law in the spirit of its designers.

6. That it is hereby declared the sense of this Congress that convict or prison labor, as applied to the contract system in several of the States, is a species of slavery in its worst form; that it pauperizes labor, demoralizes the honest manufacturer and degrades the very criminal whom it employs; that, as many articles of

use and consumption made in our prisons under the contract system come directly and detrimentally in competition with the products of honest labor, we demand that the laws providing for labor under the contract system herein complained of be repealed, so as to discontinue the manufacture of all articles which will compete with those of the honest mechanic or workingman.

7. That what is known as the "order" or "truck" system of payment, instead of lawful currency as a value for labor performed, is one not only of gross imposition, but of downright swindle to the honest laborer and mechanic, and calls for entire abolition, and we recommend that active measures shall be enforced to eradicate the evil by the passage of laws imposing fine and imprisonment upon all individuals, firms or corporations who continue to practice the same.

8. That we favor the passage of such laws as will secure to the mechanic and workingman the first lien upon property the product of his labor, sufficient in all cases to justify his legal and just claims; that proper provisions be made for legally recovering the same.

9. That we demand the repeal and erasure from the statute books of all acts known as conspiracy laws, as applied to organizations of labor in the regulation of wages and the number of hours which shall constitute a day's work.

10. That we recognize the wholesome effects of a Bureau of Labor Statistics as created in several States, and we urge upon our friends in Congress the passage of an act establishing a National Bureau of Labor Statistics, and recommend for its management the appointment of a proper person, identified with the laboring classes of the country.

11. That we recommend to the Congress of the United States the adoption of such laws as shall give to every American industry full protection from the cheap labor of foreign countries.

12. That we demand the passage of a law by the United States Congress to prevent the importation of foreign laborers under contract.

13. That we recommend all trades and labor organizations to secure proper representation in all law-making bodies by means of the ballot, and to use all honorable measures by which this result can be accomplished.

Preserve the future.

Take stock in America. Buy U.S. Savings Bonds.

AFL-CIO President Links Bonds With Legacy of George Meany

Lane Kirkland, President of the AFL-CIO, told community leaders attending a Metropolitan Washington, D.C., Take Stock in America breakfast meeting that Savings Bonds have much in common with the legacy of the late George Meany.

"There is a certain advantage and pleasure, I would imagine," he said, "in being among those who check the Journal for the T-bill quotations. But it is far more important to our country to sell $50 Bonds to 400 workers than to sell two Treasury bills to one individual. The strength of America comes from collective—not individual—wealth.

"George Meany never attempted to speak for the T-bill investors; indeed, he tried not to even think of them. Seeking usurious interest rates from one's own country ranked close to charging usurious interest rates to workers on his scale of evils.

"All his life, he spoke for the man and woman who spent nearly everything they earned on their family and their basic needs and who hoped to set aside a few dollars from each paycheck to plan for the future."

SAVINGS BONDS ARE COMMITMENT TO COUNTRY

Kirkland said it's true that those who invest in Savings Bonds are helping their country manage its debt. "But," he pointed out, "workers who buy bonds do not think about such esoteric subjects when they set aside a portion of each paycheck. Rather they recognize that bonds are a commitment to their country and its future, their way to help keep their nation strong and free.

"It is the type of commitment that George Meany sought to foster in all of his years as the National Labor Committee Chairman for the bonds program. Not for self, for country.

"And that is why workers have been strong supporters of the bonds program. They look beyond individual return to the needs of their country.

"The labor movement supports the bonds program because we believe in it. We believe it is right for the nation and for workers."

News from Washington

Editor's Note: The following is a report by Jim Snyder, national legislative director, United Transportation Union, on a meeting he had with the new Secretary of Transportation Andrew "Drew" L. Lewis Jr., former trustee of the Reading Railroad. Our thanks to *UTU News* for permission to reprint Snyder's report from the January 17, 1981 issue.

Before President-elect Ronald Reagan announced his choice for the post of Secretary of Transportation, I had the opportunity to meet informally with Drew Lewis at a luncheon arranged just for that purpose.

It was a valuable experience. The meeting gave me the chance to sound the man out about his ideas on the nation's future transportation picture, our current transportation needs and problems, and the role rail labor can play in solving those problems.

The meeting also provided an occasion for me to outline labor's interests and to underscore our commitment to making this nation's rail and bus service the best, most efficient and most reliable of any in the world. As chairman of the legislative committee of the Railway Labor Executives Association, I was in a position to speak to the concerns of all rail union members — concerns that are paramount in the minds of UTU members as the 97th Congress gets underway.

I must say I was impressed with Drew Lewis.

First, I believe he would bring to the job expertise and a background that will help him deal with the complex and controversial transportation issues facing this nation.

Lewis is a Republican politician and Pennsylvania businessman who heads a management consulting firm. As a former trustee of the bankrupt Reading Company — the holding company that used to operate the Reading Railroad — Lewis undoubtedly has learned something about the difficulties and disruptions associated with one of the rail industry's biggest problems, the deterioration of a railroad.

Based on his comments to me, I feel certain that Drew Lewis appreciates the need to preserve Conrail, Amtrak and mass transit. I believe he understands that the taxpayers have made a substantial investment in these rail and bus systems and that investment should not be written off. He also appears to recognize the importance of these systems in terms of conserving the nation's energy supply in the movement of its goods and services.

In addition, there is the issue of unemployment to consider. Any drastic cuts in these vital services would result in a loss of rail jobs. This would cause severe human suffering and would add to the drain on unemployment insurance and other programs serving the jobless. Furthermore, rail workers who lose their jobs and are eligible for retirement might retire earlier than they had planned. This situation would add to the troubles of the already financially stretched Railroad Retirement System.

I feel that Drew Lewis is sensitive to these problems and is intent on avoiding the kind of social and economic upheavals that could result from drastic cuts to Federal support for rail and bus systems.

My impressions of Drew Lewis were borne out by his performance at recent confirmation hearings before the Senate Commerce Committee. For example, he expressed firm support for the process of economic deregulation of transportation. In terms of the railroad industry, this is a good sign, as deregulation is expected to bolster the financial health of the industry.

In all issues, Lewis steered a moderate course. In the case of deregulation, he acknowledged the need to assure small communities and agricultural areas have access to needed freight and passenger service.

Though he expressed support for reducing Federal operating subsidies for mass transit, Lewis reaffirmed his commitment to mass transit. Similarly, though he voiced his intention to reduce Government's role in supporting Conrail, he used the key modifying phrase "to the extent feasible."

While Lewis' statements before the Senate panel indicated he felt that cuts to the Amtrak system were in order, he noted that, in an ironic story, a congressman might want Amtrak cut "but not in my district."

The views expressed by Drew Lewis, to me in private and before the Senate committee, indicate he is a man of moderation who can be reasoned with.

That is, it is only realistic to expect Lewis to present views

Got your BofRS questionnaire? We want your opinion on the 1981 wage and fringe benefit notice that was printed on page 8 of the January-February issue of The Signalman's Journal. If you have not received your questionnaire by now, write to Tom Bates asking for one.

consistent with the policy positions expressed by Ronald Reagan and the UTU is not happy with some of those positions. However, it is gratifying to find that Lewis' comments on key issues affecting UTU members reflect a measured, reasonable approach to instituting any changes in the status quo.

Hopefully, the appointments of top officials in the Federal Railroad Administration can be welcomed on the same basis. The FRA officials who will handle such sensitive issues as rail safety, loan guarantees, Amtrak- and Conrail-related matters and bankruptcy cases must be knowledgeable in their fields and also should have an appreciation of various points of view — specifically including the views of rail workers.

It is not too early at this point to warn UTU members of some trouble ahead. The UTU legislative office has been getting reports concerning some members of Reagan's transportation task force who favor drastic cuts in Conrail and Amtrak. Fortunately, Reagan's nominee for Secretary of Transportation apparently does not share these extreme and negative views. However, it would be wise to remember that throughout the coming year there probably will be voices within and around the Administration urging such positions.

All things considered, the choice of Drew Lewis is acceptable to UTU rail and bus members. The very fact that labor representatives were consulted and were invited to meet with Lewis in advance of his nomination is a good sign. In conflict with past practice, this kind of involvement and consultation was not offered to labor in the case of Labor Secretary-designate Raymond Donovan.

Finally, one of the most important things to come out of my meeting with Drew Lewis was his assurance that labor would have an input in key transportation areas. We plan to hold him to that promise. At the same time, we offer our good will and pledge our cooperation in seeking ways to improve the nation's rail and bus systems while protecting the interests of their employees.

Retirement bills up in Congress

Five bills have recently been introduced into the House of Representatives by Congressman J. J. Duncan (Rep. Tenn.) to amend the Railroad Retirement Act of 1974 and the Railroad Unemployment Insurance Act. Here is a brief account of what Congressman Duncan proposes. These bills have been sent to the Committee on Energy and Commerce.

The Railroad Unemployment Insurance Act would be changed to increase the maximum daily benefit from $25 to $40.

The Railroad Retirement Act of 1974 would be amended to provide spouses' and widows' benefits to certain divorced persons.

The Railroad Retirement Act of 1974 would be amended to provide an increased benefit for certain persons by changing the requirement that such persons have been fully insured under the Social Security Act as of December 31 or calendar year in which they last rendered railroad-related service.

Amend the Railroad Retirement Act of 1974 to provide for counting of certain World War II military service toward the years of service requirements for eligibility for certain benefits under the Act.

Amend the Railroad Retirement Act of 1974 to eliminate disqualification of employed spouses for certain annuities.

Happy Birthday to the 3 Million Who Made it.
Each year more than 50,000 newborn don't live to their first birthday. Prenatal care increases the chance for a healthy survival and helps prevent birth defects.
March of Dimes
BIRTH DEFECTS FOUNDATION

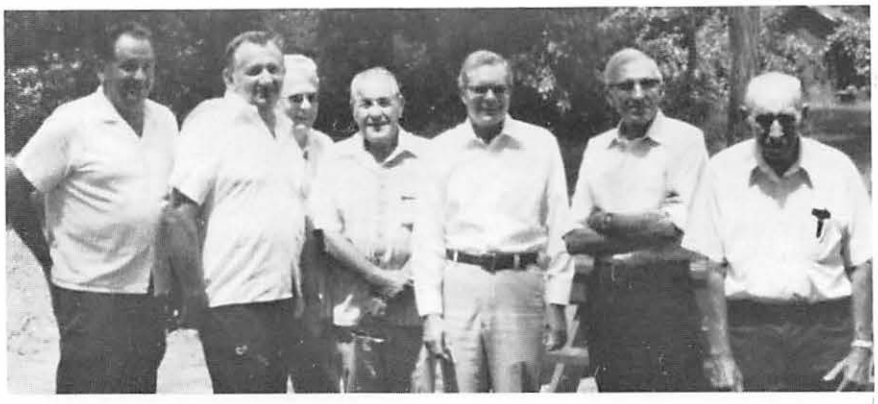
Local Lodge News

Maple Leaf Lodge 98

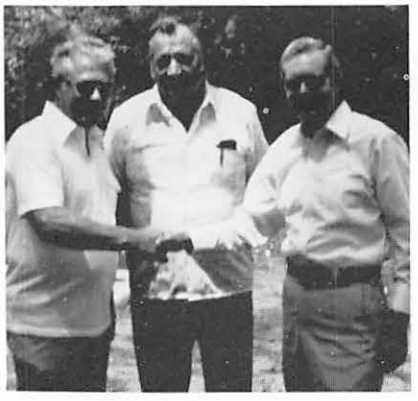
Maple Leaf Lodge 98, C&NW, held its annual summer picnic in Oelwein, IA. As usual, a good crowd attended including retired as well as active members. Guests included signalmen and their families in the area.

Photographs of past meetings as well as of members at work were of interest. Witt B. Harwell, Jr., BofRS vice president looks at photo album along with W. L. Heitter (center) local president, East Dubuque Lodge 29, ICG; and Thomas G. Grace (right), recording & financial secretary, local 98 C&NW.

Soo Line Lodge 6



Soo Line Lodge 6 held its summer picnic in Wisconsin. Shown here are (from the left): R. J. "Buster" Heinle, Jr.; T. A. "Bud" Heinle, retired; Robert Bretzke, engineer signals, Soo; C. J. "Sandy" Sendelbach, retired; John T. Bass, BofRS vice president; Ralph Potter and Fred Block.



Enjoying the sunshine are Bob Bretzke (left); Bud Heinle, retired local 6 member and John Bass.

By now you should have received a Brotherhood of Railroad Signalmen's questionnaire concerning the 1981 wage and fringe benefit notice. Your comments are needed. Please fill out the 4-page form and return promptly.

We want to know what you think. Fill out the questionnaire that you got in the mail this month from President Tom Bates. It won't cost you a cent. We've even provided the return envelope. Let us hear from you.

Consumer Product SAFETY ALERT

FROM THE U.S. CONSUMER PRODUCT SAFETY COMMISSION, WASHINGTON, D.C. 20207.

Under laws administered by CPSC, an estimated 117 million potentially hazardous products have been called back from the marketplace and consumers since 1973 (when CPSC was created). Most of these were voluntarily recalled by manufacturers who established programs to repair or replace the products, or to refund the purchase price.

Recent actions include the following:

COFFEE Makers. Approximately 6,800 electric coffee makers manufactured by Regal Ware, Inc., of Kewaskum, Wisconsin, are being recalled because they may pose a shock hazard to users.

The recall is being conducted voluntarily in cooperation with the U.S. Consumer Product Safety Commission.

The 10-cup, stainless-steel percolators were insulated with a thermoplastic material around electrical wiring to the signal light. The insulation may deteriorate and might permit bare wiring to conduct electrical current through the metal parts of the coffee pot. No reports of shock have been received by the company or CPSC.

The Regal coffee makers were manufactured from August 1, 1979, through April 1980, and were sold nationwide for approximately $35 to $45 by Montgomery Wards, Sears Roebuck and Co., and other retail stores under the model number of K7591. The model number is embossed on the bottom of the pot's black plastic base.

JCPenney retail outlets have sold the pots under the "JCPenney" label. These units can be identified by the model number 784-3071 on the bottom of the plastic base.

In addition to the model numbers, all units under recall display on the bottom of the base an eight-digit date code within the range 08017911 through 04308011. Those units in the distribution chain which have been repaired carry a date code which is underlined and displayed at the bottom of the plastic base. In addition, repaired units have the letter "R" stamped on the flap of the package.

Consumers may have their pots repaired free-of-charge by mailing them to the nearest Regal Service Center. Postage costs will be reimbursed. To determine the location of the nearest Regal Service Center, consumers should write to Regal Ware, Inc., c/o Customer Service Department, 1675 Riegle Drive, Kewaskum, Wisconsin, 53040, or consult the list enclosed with each new coffee maker.

Consumers also may contact the store from which the coffee pot was purchased to be advised of the store's individual recall program.

BRISTLE BLOCKS. Playskool, Inc., in cooperation with the U.S. Consumer Product Safety Commission has announced that two "Bristle Block" components which may detach in use and abuse testing fail to comply with a regulation designed to prevent children under 3 from swallowing small parts.

These parts should be discarded and will be replaced without charge to customers. The company is taking this action although no injuries or complaints have been received relating to these components.

Bristle Blocks are colored plastic shapes with flexible bristles that interlock. The products are sold and distributed nationally by leading wholesale and retail establishments.

The two components to be replaced are Bristle heads contained in Bristle Block set #808 and red and black Bristle wheels-and-axle assemblies included in Bristle sets #806, 807 and 808.

Members of the public who have these Bristle heads and wheel-and-axle assemblies are urged to discard their old components and write to the company by postcard or letter requesting a replacement at the following address: Playskool, Inc., 4500 West Augusta Blvd., Chicago, Illinois 60651 Attention: Jane Roberts.

Replacement will be provided free of charge by the company by return mail.

Consumers with any questions may call Playskool collect and ask for Jane Roberts of the Customer Service Department at (312) 276-6700.

LAWN MOWER WARNING. Owners of more than 18,000 cordless battery-powered lawn mowers are being warned that a possible defect in the mower's battery may pose a fire hazard while the mower sits unused in a garage or storage area.

The warning is being issued jointly by the manufacturer, Black & Decker (U.S.) Inc. of Towson, Maryland, and the U.S. Consumer Product Safety Commission.

The company has received eight separate complaints from consumers reporting that the battery on their lawn mower caught on fire while in storage. Black & Decker currently is conducting tests on their model 8055 cordless battery-powered mowers to determine the exact cause of the fires.

There have been no reports of injuries or deaths related to the fires. In addition, neither CPSC nor the company has received reports of battery fires occurring while the lawn mowers were being used by consumers.

The Black & Decker lawn mowers are orange and white in color and have two blades which produce a 19-inch cut. They were manufactured in 1976 and sold nationwide in hardware stores and other retail outlets between January, 1976 and August, 1980. The model number 8055 is embossed with the words "19-inch Cordless Twin Motor" on the top of the plastic housing next to the battery.

While the company is conducting tests and developing a program to repair the lawn mowers, consumers are being urged to remove the fuses from the battery before placing the mower in storage. Consumers also are being advised to store the mower at a safe distance from flammable materials.

To obtain instructions on how to remove the battery fuses, other safety precautions, and to arrange for future corrections by Black & Decker Service Centers, consumers should call Black & Decker's toll-free number at 800-638-3830.

POT BELLY STUFFED ANIMALS. The highly popular "Pot Belly" line of children's stuffed animals is being recalled by the importer in cooperation with the U.S. Consumer Product Safety Commission because the toys may present hazards which could injure young children.

More than five million of the five different types of "Pot Bellies" have sold nationwide in a variety of sizes since late in 1978. Pot Bellies are distributed to more than 2,800 toy stores, department stores and other retailers by the Daekor division of Hudson Brands, Ltd., of New York City.

CPSC has received a number of consumer complaints of small wires protruding from the toy animals; however, there have been no reports of serious injuries to date. Testing by CPSC revealed that a substantial percentage of the toys tested contained sharp wires in the stuffing.

When tested under the terms of a CPSC regulation designed to prevent children under the age of three years from swallowing and choking on small parts of toys, some of the Pot Bellies failed the test. Accordingly, these stuffed toys — until inspected by the importer to ensure their safety — have been determined to be "banned hazardous substances" under the Federal Hazardous Substances Act.

CPSC also discovered through testing that the "bean bag" variety of smaller Pot Bellies presents another hazard in addition to the potential presence of small wires. The bottoms of bean bag Pot Bellies are stuffed with crushed walnut shells which could be swallowed by children if the toy animals come apart at the seams (as some did during the CPSC testing).

Consumers are being urged to return their Pot Belly stuffed animals to the retailer where the toy was purchased for a full refund or replacement. Pot Bellies have been sold at retail prices ranging from $8 to $30, depending on their size. Refunds only are being offered to consumers who return bean bag Pot Bellies to the retailer.

(The importer also has distributed about 5,000 large Pot Belly koala bears and brown bears which are not being subjected to the ban or the recall. These 40-inch-long bears were manufactured by a Brooklyn, N.Y., company which used a stuffing material without wire.)

Hudson Brands will alert each retailer to the hazards and the procedures to be followed in carrying out the recall and inspection program, and also will inspect all further

shipments of these toy animals to ensure that there are no wires in the stuffing.

SQUEEZE ME BEAR. A children's stuffed animal sold nationwide as the "Squeeze Me Bear" is being recalled by the importer in cooperation with the U.S. Consumer Product Safety Commission because the toy may present safety hazards which could injure young children.

An estimated 53,000 Squeeze Me Bears have been sold since 1979 at retail prices averaging from $7 to $8 each. The toy bears were manufactured in Taiwan and distributed to various toy stores and other retail outlets by the Atlanta Novelty Co. of Long Island City, New York. The potentially hazardous toys bear the product code number of either 291 or 298. They are brown and white or all white.

Testing by CPSC of a random sample of the bears showed that one of the bears contained a potentially hazardous sharp wire in the stuffing, leading CPSC staff to believe that a significant portion of the other Squeeze Me Bears in stores and consumers homes also may contain such wires.

The potential danger lies in the possibility that the wire may work its way through the bear's fur. So far there have been no injuries reported to CPSC.

In addition, during CPSC testing which simulated normal use and abuse of the toy by a young child, some noses of the bears pulled off, thus posing a potential choking hazard to young children. Accordingly, these stuffed toys have been determined to be "banned hazardous substances" under the Federal Hazardous Substances Act.

Consumers are being urged to return their Squeeze Me Bears to the retailer where the toy was purchased for a full refund.

The distributor will alert each of its customers to the hazards and the procedures to be followed in carrying out the recall. The distributor has ceased making further shipments of this stuffed toy.

Consumers who have further questions about this recall program may call CPSC's toll-free Hotline at 800-638-8326; in Maryland, call 800-492-8363; in Alaska, Hawaii, Puerto Rico and the Virgin Islands, call 800-638-8333.

LP GAS WATER HEATERS. A nationwide recall program to repair more than 600,000 LP gas water heaters which may pose an explosion hazard — and the largest civil penalty settlement ($420,000) in the agency's history — were announced last month by the U.S. Consumer Product Safety Commission.

The recall program involves LP (liquid propane) gas water heaters which contain a thermostat manufactured by the White-Rodgers division of Emerson Electric Co. of St. Louis, Missouri. The water heaters were sold between 1961 and 1980 predominantly to rural homeowners by the A.O. Smith Corporation of Kankakee, Illinois, and by Sears, Roebuck and Co. of Chicago, Illinois, and by other manufacturers and retailers. A.O. Smith manufactured its own water heaters during this period and sold them through plumbing wholesalers and contractors; the Sears water heaters were manufactured by State Industries.

Sears or A.O. Smith LP gas water heaters containing White-Rodgers thermostats produced between 1964 and 1976 have been involved in 23 explosions involving five deaths and 16 serious injuries to consumers. These accidents have occurred from 1968 through 1980. Typically it appeared that during the life of the product the pilot gas control knob of the thermostat became damaged so that the safety valve became stuck in the "open" position, allowing, LP gas to escape.

Liquid propane is heavier than air; therefore, in the event of a leak, LP gas can accumulate near the floor (rather than escaping up through pipe vents) and explode from a variety of ignition sources, including an electric spark.

In settlement of its alleged failure to report promptly these explosions to the Commission as required by law, White-Rodgers has agreed to pay $420,000. This is the largest such amount ever collected by the Commission.

The Commission voted 4-to-1 to approve the replacement program and the amount of the settlement on the civil penalty. Commissioner Edith Barksdale Sloan has prepared a written dissent

from the majority decision which is available through CPSC's Office of the Secretary.

While more than 800,000 of the White-Rodgers thermostats were manufactured and distributed for use in LP gas water heaters since 1961, the company believes that an estimated 600,000 currently remain in water heaters still in use by consumers.

Thermostats produced from 1961 to 1976 were installed in LP gas water heaters manufactured or sold by A.O. Smith and Sears.

Thermostats produced by White-Rodgers from 1976 through 1980 had different pilot gas control knobs and were installed in LP gas water heaters manufactured by A.O. Smith, Rheem Manufacturing Co., the W.L. Jackson Manufacturing Co., and State Industries. These water heaters were sold by Sears, Montgomery Ward Co., and a variety of plumbing supply outlets.

The post-1976 thermostats incorporated into water heaters manufactured by State Industries, A.O. Smith, Rheem Manufacturing Co., and W.L. Jackson Manufacturing Co. do not contain the pilot gas control knobs involved in the explosions described above, and are being replaced solely to meet certain "state of the art" standards met by the current White-Rodgers thermostats.

A total of 56 different brand names of water heaters manufactured by the above-listed companies are being covered by the recall program. This recall program is expected to cost the companies which signed the agreement with CPSC anywhere from $5 million to $9 million during the next year, although they recognize that this figure does not represent a ceiling on the potential cost of the program.

Following negotiations with CPSC staff, White-Rodgers agreed to mail safety alert notices to all the identifiable users of LP gas in the United States — or an estimated 15 million households. Each notice will describe the White-Rodgers thermostat which is eligible for replacement. If consumers believe that their water heater contains one of the potentially hazardous thermostats, they are instructed to telephone a toll-free hotline at White-Rodgers headquarters (800-325-9589) to arrange for replacement with a new, modified thermostat free-of-charge to consumers. (Residents of Missouri, Alaska or Hawaii should call the company collect at 314-631-9321).

The current thermostat being manufactured by White-Rodgers contains a pilot gas control knob and collar which are substantially more resistant to damage during the life of the product than prior models. In addition, the current thermostat contains a gas inlet filter which White-Rodgers believes will prevent the possibility that contaminants which might be contained in LP gas lines could interfere with the operation of the thermostat safety valve.

In its notice, White-Rodgers will inform consumers using LP gas that they can obtain replacement thermostats by calling the toll-free number, by contacting LP gas dealers or, in appropriate cases, by contacting the service departments of water heater manufacturers. All LP gas dealers also are being notified of the replacement program and are being offered by White-Rodgers a finder's fee for locating each White-Rodgers thermostat eligible for replacement and a separate service fee for each new, modified thermostat installed.

The new thermostats are to be installed by Sears service representatives and by other qualified service representatives working under an arrangement with White-Rodgers.

This replacement program does not cover any gas water heaters manufactured or sold by A.O. Smith, Sears or the other companies which are fueled by natural gas, since natural gas water heaters are not believed at this time to pose a safety hazard.

The agreement between the Commission and the companies states that the replacement program is being conducted because it is in the public interest to minimize any possibility of injury due to White-Rodgers thermostats used in LP gas water heaters. The companies have stated that they do not admit that any violation of the Consumer Product Safety Act has occurred. In addition, in agreeing to settle the penalty claim, White-Rodgers has stated that it does not admit that it committed a violation of any reporting requirement applicable under the Act.

CPSC staff learned of the problem with White-Rodgers thermostats in LP gas water heaters in February 1980, when the company notified CPSC of several incidents involving explosions and informed the agency that it planned to conduct a corrective action program. In agreeing to the settlement, as in all such settlements, the Commission has not made and does not hereby make any determination that the thermostats contain a defect which creates a substantial risk of injury to the public.

Consumers wishing further details on the replacement program may call CPSC at the agency's toll-free Hotline, 800-638-8326; in Maryland, call 800-492-8363; and in Alaska, Hawaii, Puerto Rico and the Virgin Islands, call 800-638-8333.

TRADE NAMES OF WATER HEATERS POSSIBLY HAVING WHITE-RODGERS THERMOSTATS

A.O. SMITH CO.

A.O. Smith	Gas 1
American Standard	Gas 2
Arcoglas	Gas 3
Arcoglas Classic	Glascote
Conservationist	Kee
Continental	Minnegasco
Energy Saver 5	National
Energy Saver 10	Permaglas
Fuel Saver 1	Signet
Futura	

SEARS

Economiser	Sears
Homart	series ranges
Honor Bilt	from 15 up to 600
Powermiser	

RHEEM MFG. CO.

Right	Montgomery Ward
Right 10	(models 33032,
Right Miser	33158, 33166,
Right Miser 10	33376)

W.L. JACKSON MFG. CO.

Big 0	Plum Easy
Gibson	Presto
Hermitage	Simonson
Jackson	Tempmaster
Marathon	Tip Top
Metermiser	

STATE INDUSTRIES

Ambassador	Mission
Aqua-Lux	Modern
Censible	President
Coop	Ready-Hot
Courier	Sentry
Economaster	Superlife
Imperial Citation	Sutherlite
Master Service	Thermo-King

You have a chance to voice your opinions on the operation of the Brotherhood and to have a say in negotiating a new agreement with the railroads. Put your answers down on the special BofRS questionnaire that you received in the mail this month. Return the form with your comments to Grand Lodge.

Obituaries

Raymond T. Bard, retired signal technician for the Southern Pacific at Eugene, OR, died. Brother Bard had completed 36 years of service when he retired on June 30, 1975. He had been active in Brotherhood affairs and had served as recording & financial secretary for Roseburg Lodge 152. Also he had served as a state legislative representative.

Augustus E. Bartholomew, retired signal maintainer for the Delaware and Hudson at Whitehall, NY, died. Brother Bartholomew had completed 50 years service with the D&H when he retired in May, 1952. Brother Bartholomew was a member of Local Lodge 147.

H. D. Becker, retired signal maintainer for the Texas & Pacific at Denton, TX, died. Brother Becker retired in June, 1964 after completing 26 years of service with the railway. He had been active in Fort Worth Lodge 141 and had served as local chairman.

John W. Blair, signal maintainer for Illinois Central Gulf at Belleville, IL, was killed in a motorcycle accident on September 14, 1980. Brother Blair, 26 at the time of his death, was the son of B. D. Blair, recording & financial secretary of Alton Lodge 85. Brother John was a member of Local Lodge 85 and came from a family of signalmen. His brother, Jerry Blair, is a signal maintainer for ICG at East St. Louis, IL hump yard. An uncle, L. C. Blair is signal maintainer for ICG at Higginsville, MO, and his father, B. D. Blair is signal maintainer for ICG at Geoffrey, IL. The officers and members of Alton Lodge 85 send their sincere condolences to B. D. Blair and his family for the loss of this fine young man.

E. Brummerhop, retired signal foreman for the Southern Pacific at Houston, TX died. He retired in 1969 after completing 44 years of service with the railway. He was a member of Gulf Coast Lodge 99.

James M. Buckley, retired signal maintainer for the former Pennsylvania at Newark and Jersey City, NJ, died August 2, 1980. Brother Buckley would have been 95 years old had he lived until August 31. He retired January 1, 1951 after completing 39 years with the PRR. He was very active in former local 25 having served several times as recording secretary, financial secretary and the combined position of recording & financial secretary.

Norman L. Buckman, 71, retired signal maintainer for the former Lehigh Valley at Caledonia, NY, died November 2, 1980. He completed 31 years of service when he retired at the end of 1973. He was very active in Bison City Lodge 151 having served as chief signalman, recording & financial secretary and local chairman. Upon retirement he resided in Wolcott, NY. He is survived by his wife, Doris; his son, Ronald of Red Creek, NY; his daughter, Mrs. Constance Benwitz of Newark, NY; his mother, Theresa of Batavia, NY and four grandchildren.

Charles E. Burks, signalman on the Pere Marquette district of the Chessie System died August 18, 1980. Brother Burks was on disability retirement at the time of his death. He had been a member of Valley City Lodge 123.

B. E. Burroughs, retired communication & signal maintainer for the former Pennsylvania and Penn Central at Corry, PA, died. Brother Burroughs had completed 44 years service with the railroad when he retired in October, 1971. He was a member of Olean Lodge 134.

Charles O. Butler, retired signal helper for the Boston & Maine at Claremont Junction, NH, died July 8, 1980. Brother Butler retired on March 5, 1963 after completing 43 years of service with the B&M. He was a member of Bay State Lodge 120.

Harold C. Clark, retired relay repairman for the Union Pacific in Pocatello, ID, died August 2, 1980. Brother Clark retired in 1964 after completing 47 years of service with the UP. Brother Clark had been a trustee and member of Rock Springs Lodge 8.

Roy A. Colombo, retired signal maintainer for the former Erie Railroad at Waldwick, NJ, died September 2, 1980. Brother Colombo completed 43 years service when he retired in October, 1957. He was a member of former Local Lodge 45.

Lloyd C. Craig, retired signal foreman for the Kentucky & Indiana Terminal at Louisville, KY, died August 14, 1980. Brother Craig had completed 43 years service with the K&IT when he retired in September, 1968. He had been active in Miller-Griffith Lodge 49 and had served as local chairman.

Edward C. Cuddy, retired signal maintainer at Pittsburgh for the former Pennsylvania died November 14, 1980. Brother Cuddy completed 35 years of service when he retired in July, 1966. He was a member of former Local Lodge 62.

C. E. Davis, retired signalman for the Southern Pacific at Los Angeles, CA, died. Brother Davis retired in 1953 after completing 30 years service with the SP. He had been a long-time member of Los Angeles Lodge 104 and had served as chaplain.

Frank J. DeLorme, retired leading signalman for the Chicago & Western Indiana at Chicago died July 17, 1980. Brother DeLorme had completed 22 years of service when he retired in August, 1970. He had been active in former Local Lodge 32 and had served as chief signalman. He is survived by his wife, Florence of Seminole, FL; one daughter and two grandchildren.

Garrett J. Dempsey, Jr., a signalman employed by the Missouri Pacific and a member of Missouri Lodge 72, died September 5, 1980. Brother Dempsey was born on December 3, 1951.

George J. Drolet, retired signal maintainer for the former New York, New Haven & Hartford railroad, died February 19, 1980. Brother Drolet had completed 52 years service when he retired in January, 1964. He had been active in Pioneer Lodge 5 having served as financial secretary and local chairman. Brother Drolet was born in East Hartford, CT in 1890. He worked as a signal maintainer in several areas on the former New Haven. In the Massachusetts area he had worked at Readville, Taunton, Fitchburg and Franklin. At Franklin, MA, he was signal maintainer there from 1933 until his retirement in 1964. He is survived by his wife, Mildred and a son Joseph.

Felix J. Duplessis, retired signal foreman for the Baltimore & Ohio Chicago Terminal at Chicago died June 12, 1980. Brother Duplessis retired in October, 1971 after completing 48 years of service with the B&OCT. He had been very active in Local Lodge 143 and had served as recording & financial secretary and as general chairman. He is

survived by his wife, Marie.

Carl G. Dutton, a signal department employee of Consolidated Rail Corp, and a member of Primary Lodge 64, died May 26, 1980.

W. R. Emmerson, Jr., signal department employee of Consolidated Rail Corp and a member of Nutmeg Lodge 7, died in August, 1980. Brother Emmerson was born April 2, 1918.

Clarence S. Erwin, retired signal maintainer for the former Northern Pacific at Lind, WA, died. Brother Erwin retired in November, 1966 after completing 30 years service with the NP. He was a member of St. Paul Lodge 87.

L. G. Forby, retired signal department employee of the Illinois Central Gulf, died July 22, 1980. Brother Forby was a resident of Pittsburg, IL and a member of Cairo Lodge 51. Brother Forby was born January 27, 1907.

Marshall J. Ford, an assistant signalman for the Missouri Pacific, was electrocuted on June 6, 1980 while repairing power line damage that had been caused by a tornado. Brother Ford, 24, and other signalmen were using a boom truck to put up new power poles along MP tracks in Sedalia. Police said the accident occurred when Ford reached into the truck as the boom came in contact with a high-voltage power wire. The power wire carried a 7,200-volt line. Brother Ford was born June 25, 1955 and he is survived by his wife Carol; his parents, Bert R. and Evelyn J. Wilson Ford; one brother, four sisters, a maternal grandmother and a paternal grandmother.

David G. Frost, a signal department employee of the Southern Pacific and a member of Sacramento Lodge 179, died June 15, 1980. Brother Frost was born October 7, 1920.

Paul I. Gerhardt, retired signalman for the former Chicago, Burlington & Quincy at the relay shop in Aurora, IL, died. Brother Gerhardt had completed 25 years of service when he retired in October, 1963. He had been a member of Aurora-Galesburg Lodge 103.

Lloyd L. Goman, retired signal maintainer for the Great Northern at St. Cloud, MN, died. Brother Goman had completed 49 years of service when he retired in August, 1966. He was a member of Great Northern Lodge 154.

Stanley R. Grizzle, signalman of the Chesapeake & Ohio at Cincinnati, was drowned in the Miami River on August 2, 1980 in the Cincinnati area. The accidental drowning occurred when Brother Grizzle and friends were in the river swimming and he lost his grip on an innertube and was caught in a whirlpool in rapid waters. His body was recovered five days later by police. Brother Grizzle was born June 17, 1953 and was a resident of Flatwoods, KY at the time of his death. He had begun a railroad career on the Baltimore & Ohio and had worked in the Cincinnati area and also at the B&O signal shop in Cumberland, MD before joining the C&O at Cincinnati. He is survived by his mother Mrs. Louis Burchwell Grizzle of Flatwoods, KY and a sister, Mrs. Carol Fosson of Lexington, KY. Brother Grizzle was a member of former Evans Lodge 221.

H. A. Hamilton, retired signal inspector of the former Pennsylvania at Canton, OH, died August 18, 1980. Brother Hamilton had completed 43 years service when he retired in June, 1962. He had been active in Unity Lodge 2 and had served as chief signalman and recording & financial secretary. He also served as a member of the grievance committee.

Walter N. Harig, Jr., retired maintainer of test for the former Penn Central at Baltimore, MD, died. Brother Harig retired in October, 1975 after completing 42 years of service. He was a member of Tuxedo Lodge 65.

LeRoy Harley, retired signal maintainer with the Chicago & Illinois Midland at Litchfield, IL, died. Brother Harley retired in June, 1974. He was a member of Springfield Lodge 163.

Roy L. Holcomb, a retired signal department employee of the Chesapeake & Ohio and a resident of Allegheny, VA, died January 9, 1980. Brother Holcomb retired in April, 1969. He was a member of Clifton Forge Lodge 89.

Theodore A. Horen, retired relay repairman for the Union Pacific at Pocatello, ID, died July 21, 1980. Brother Horen retired in October, 1966 after completing 42 years service with the UP. He was active in Rock Springs Lodge 8 and had served as local chairman and a member of the local's board of trustees.

Duane L. House, a signal department employee of the Union Pacific and a member of Rock Springs Lodge 8, died October 14, 1980.

Paul M. Hurzeler, retired signal foreman for the Milwaukee Road at Milwaukee, WI, died. Brother Hurzeler retired in 1971 after completing 45 years service with the railroad. He had been active in Milwaukee Lodge 61 and had served as chief signalman.

Ogden G. Johnson, retired signal department employee of the former New York, New Haven

& Hartford and a resident of Warwick, RI, died September 6, 1980. Brother Johnson retired at the end of 1967. He was a member of Pioneer Lodge 5.

Roland Robert Kearney, retired signal maintainer for the former New York Central and Penn Central in the Ann Arbor, MI area, died October 19, 1980. Brother Kearney had completed 40 years of service when he retired in June, 1971. He was a member of Jackson City Lodge 28.

H. C. Lavey, retired assistant signal maintainer of the former New York Central at Elyria, OH, died February 11, 1980. Brother Lavey retired in September, 1968 after completing 41 years of railway service. He was a member of Toledo Lodge 10.

David F. Lee, a signal department employee of the Baltimore & Ohio, died on November 30, 1980. Brother Lee was a member of Winton Lodge 94. He was born April 26, 1939.

Charles B. LeMon, retired signalman at the Santa Fe's San Bernardino, CA signal shop, died September 5, 1980. Brother LeMon retired in January, 1971 after completing 18 years of service. Prior to working for the Santa Fe, Brother LeMon had been a signalman on the former Great Northern and Milwaukee Road. He was a member of Mission Lodge 156 and held the position of chaplain.

B. R. Lundberg, retired signal foreman for the Milwaukee Road and a resident of Red Wing, MN, died August 22, 1980. Brother Lundberg completed over 34 years of service when he retired in November, 1976. He was a member of Minneapolis Lodge 220.

Arthur A. Mantle, retired signal maintainer for the Missouri Pacific in Chamois, MO, died August 28, 1980. Brother Mantle had completed 41 years of service when he retired in June, 1966. He was a member of Missouri Lodge 72. He is survived by his wife, Ellsie; three daughters; two sons; six brothers and three sisters.

Norman Mapes, a resident of Bristol, IN, and a signal department employee of ConRail, died September 7, 1980, resulting from a fall in his home. Brother Mapes was a member of Local Lodge 68.

William S. McCabe, retired relay maintainer for the former Pennsylvania at Harrington, DE, died. Brother McCabe retired in October, 1958 after completing 42 years of service with the railway. He was active in Wilmington Lodge 48 and had served as chief signalman and recording & financial secretary.

Otis Samuel McCullers, signal maintainer for the Seaboard Coast Line at Atlanta, GA, died August 5, 1980. Brother McCullers was a member of Local Lodge 16.

Michael J. McNamara, an employee of the signal department of the former Erie Lackawanna and a member of Deposit Lodge 145, died July 2, 1980. Brother McNamara was born January 3, 1958.

Lawrence L. Miller, a retired signal department employee of the Milwaukee Road and a member of Local Lodge 219, died. Brother Miller retired in May, 1962. He was born May 21, 1893.

William A. Miller, retired signal maintainer for the Baltimore & Ohio at Pittsburgh, PA, died November 23, 1980. Brother Miller had completed over 37 years of service with the B&O when he retired in December, 1955. He was a member of Monumental City Lodge 31.

John P. Misenheimer, retired signal maintainer for the former New York Central at Granite City, IL, died June 25, 1980. Brother Misenheimer had completed 32 years of service when he retired in May, 1953. He was a member of former Local Lodge 15 and had served as local chairman.

Harold E. Nickerson, a retired signal department employee of Grand Trunk Western and a resident of Mishawaka, IN, died. Brother Nickerson retired in October, 1968. He was a member of Durand Lodge 14.

Edward Nieweglowski, 42, a signal department employee of the New York, Susquehanna & Western and a resident of Pompton Plaines, NJ, died August 29, 1980. He was a member of Local Lodge 84.

F. Alfred Patton, Sr., retired maintainer communications & signals for the former Pennsylvania at Paoli, PA, died. Brother Patton had completed over 38 years of service when he retired in October, 1956. He was a member of Philadelphia Lodge 18. During his membership in that lodge he had served on the auditing committee.

John E. Payton, retired signalman for the former New York, New Haven & Hartford and Penn Central at New Haven, CT, died. Brother Payton had completed 47 years of service when he retired in October, 1974. He was a member of Nutmeg Lodge 7.

L. O. Pennington, retired signalman for the Louisville & Nashville at Nashville, TN, died March 2, 1980. Brother Pennington completed 28 years of service when he retired in 1972.

He was a member of Local Lodge 137.

William J. Perry, retired signal maintenance foreman for the Missouri Pacific at Fort Smith, AR, died May, 1980. Brother Perry had completed 47 years of service when he retired at the end of June, 1966. He was a member of Missouri Lodge 72. Brother Perry started with the MoPac in the 1920's. He was promoted to signal foreman about 1928 and four years later was signal maintainer at LaCrosse, KS. At the time of his retirement he was a signal maintenance foreman.

W. C. Piatt, retired signal department employee for the former Lehigh Valley and a resident of Athens, PA, died. Brother Piatt retired at the end of 1973. He was a member of Wyoming Lodge 59.

Roger R. Retzlaff, a signal department employee of the Milwaukee Road, died. Brother Retzlaff, born September 5, 1932, was a member of Milwaukee Lodge 61.

Frank W. Risley, retired signal foreman for the former New York, New Haven and Hartford at New Haven, CT, died. Brother Risley had completed 46 years of service when he retired in November, 1970. He had been active in Nutmeg Lodge 7 and had served as chief signalman and local chairman.

Louis C. Robertson, retired system signal construction foreman for the L&N died on August 29, 1980. Brother Robertson was a resident of Fairdale, KY. He retired in February, 1979 after completing 40 years service with the L&N. He was a member of Lucky Lodge 13.

LeRoy Schoch, retired signalman for the former Erie Lackawanna at Tobyhanna, PA, died January 19, 1980. Brother Schoch had completed 23 years of service when he retired in December, 1971. He had been a member of Deposit Lodge 145.

John W. Seagle, retired signal maintainer for the Southern Railway at Irondale, AL, near Birmingham, died in April, 1980. Brother Seagle had completed 28 years of service when he retired in August, 1978. He was a member of Miller Griffith Lodge 49.

Rieves W. Seay, retired signal maintainer for the Norfolk and Western at Roanoke, VA, died October 14, 1980. Brother Seay retired in 1969 after completing 34 years of service. At the time of his retirement he was a leading signalman and worked in the Roanoke Terminal area. He was a member of Goodwin Lodge 77.

Edward A. Short, retired signal testman for the former Chicago, Rock Island & Pacific at Fort Worth, TX, died September 1, 1980. Brother Short retired in September, 1961 after completing 48 years of service on the railway. He had been active in Martin Lodge 17 and had served as chief signalman, local president and local chairman.

Harold W. Stoll, retired signalman and relay repairman for the former Illinois Central at Chicago, IL, died September 15, 1980. Brother Stoll had completed 43 years of service when he retired in February, 1968. He was a member of Grand Crossing Lodge 70.

Gorman S. Stroud, retired signalman for the former Illinois Central at Champaign, IL, died. Brother Stroud had completed 40 years of service when he retired in September, 1964. He was a member of Gilman Lodge 81.

Ronald I. Tanner, retired leading signalman for the Southern Pacific in Beaumont, died in 1980. Brother Tanner had completed 33 years of service when he retired in January, 1975. He was active in Los Angeles Lodge 104 and had served as chief signalman and local chairman.

W. N. Trainham, retired signal maintainer for the Chesapeake & Ohio at Richmond, VA, died. Brother Trainham retired in 1967 after completing 45 years of service with the C&O. He was a member of Richmond Lodge 148.

Thomas J. Van Derveer, retired assistant foreman communications and signals for the former Penn Central at Penn Station in New York City, died July 3, 1980. Brother Van Derveer had completed over 42 years of service when he retired in January, 1964. He was a member of Trenton Lodge 102 and former Local Lodge 25.

Alvin L. Wallace, retired signalman for the Southern Pacific at San Luis Obispo, CA, died. Brother Wallace retired in June, 1978 and had completed over 42 years of service at that time. Brother Wallace was a member of P. J. Luke's Lodge 153.

John E. Whitaker, died June 14, 1980. Brother Whitaker had previously worked for the New York, Susquehanna & Western at Hawthorne, NJ, as a signal maintainer. Brother Whitaker was a member of former Twin Rivers Lodge 88 and of Local Lodge 84.

F. D. Williams, retired signalman for the Southern Railway at Chattanooga, TN, died. Brother Williams had completed 42 years service when he retired in December, 1968. He was a member of Miller-Griffith Lodge 49.

R. W. Zink, retired signal maintainer for the Southern at

Marshall, NC, died March 23, 1980. Brother Zink had completed 34 years of service when he retired in January, 1958. He was a member of Walters Lodge 110 and had held the position of local chairman.

Wells on Health

By **Marion Wells,** Research Director, American Physical Fitness Research Institute

Diet

This coming week for me is one a dieter dreads. It's my birthday. It's someone's retirement party. It's one of those weeks when I have more special luncheons and dinners than I can shake a calorie counter at.

What's more, I want to enjoy them . . . without eating my way into dieting disaster. And I can! So can you, with some simple, tasteful (and tasty) tricks.

One way to save considerable calories is to order certain things on the side. Restaurants may drown a salad in dressing or drench a dish with heavy sauce or butter the bread with great liberality. If you have these items brought separately and add them yourself, you can control the amount. You're apt to please your palate with much less damage to your paunch.

Another delicious and nutritious trick if you're doing the entertaining is a raw vegetable appetizer. A medley of such munchies looks and tastes wonderful and helps fill us up more than filling us out. But beware the dip . . . especially at someone else's home or a restaurant where you're not sure what it contains.

Careful menu choices can lighten a week of heavy eating. A leaner, lower calorie selection may taste just as good and look a lot better on the waistline.

For dessert, fresh fruit can be light and refreshing. If you're really dying for a fattening specialty, you could have it . . . but not have it all. (Question. Do you find your fork eventually winds up in what's left on your plate? That can't happen as easily if it's on someone else's plate. Why not share a dessert between two or three? Or one person order the calories and another something lighter and divide the damage.)

You can also try taking longer to eat less. Savor the chance to chat with friends (not with your mouth full, of course). Leisurely put down your knife and fork after each bite. Chew each bite thoroughly before reaching for the next. You're apt to eat less and enjoy it more.

A week of heavy eating leaves you few calories to waste. Make your calories count by saving for favorite items and leaving over goodies that aren't really worth it. By the same token, beware of starving first so you can stuff later. When you're famished, the feast may more than make up for the fast.

Remember to be realistic. During a week of special eating, you're doing well just to keep down the damage. It might also be wise to wait a few days before weighing. Such dining can cause us to hold extra water weight temporarily. If we don't see the scale jump up we're less likely to get so down that we really blow our diet!

Exercise

It's hard to get the most out of life if body and mind are not at their best. And that means moving more than many of us do.

Inactivity can be exhausting, mentally and physically, notes Dr. Laurence E. Morehouse, Professor of Kinesiology at UCLA. That's because blood circulation suffers.

When we move, our muscles act as "auxiliary hearts" to help pump blood around the body and to the brain. Our cells get a better meal of fuel and oxygen. We have more energy. Our mind works better. We're less sluggish. Even our mental outlook improves.

You can start becoming a somewhat more active person by sneaking exercise into your schedule. Many of us have learned to ignore our body's appetite for movement. When you feel like moving, follow the urge.

For example, don't stifle the impulse to stretch. Stretching is one of the body's best ways to release excess tension, Morehouse points out. That's becasue when we're "up tight," muscles tend to tighten up. This actually shuts off some of the blood flow through your muscles. You get more uncomfortable. And this builds still more tension. A headache or bad mood may be the end result.

Treat yourself. Give your muscles time to unwind by stretching S-L-O-W-L-Y. Hold that stretch for a leisurely moment or so before letting go.

If you need to remind yourself to stretch, you can arrange a kitchen, desk or home leisure area to help you.

Which foods and kitchen supplies do you use most? Put the tuna fish where you have to stretch for it and save the shelf in easy reach for the spare bag of flour. Store the dish towels above the sink instead of in a side drawer.

You can try the same strategy anywhere else in your home. Of course, don't make things so hard to get that you're tempted to stand on wobbly chairs or put yourself in other accident-prone positions.

Today's households are also filled with devices that deprive us of movement. "Buy products that haven't taken all the effort away from you," Morehouse urges. Or at least, buy fewer of them.

Think what you're doing for your muscles when you give them a chance to open a car or garage door or mix a cake. Do you really want to pay extra to let electricity rob them of the chance?

What we've suggested here is but a beginning. It's not a substitute for a more complete fitness program. But whatever else you do, it can add something special. It can help you make movement a way of life.

When you're exercising to loosen up, tight clothes can literally rub you the wrong way.

In the case of a karate instructor, his robe was the rub, notes Dr. Richard Strick of the UCLA School of Medicine's Division of Dermatology. Its rough texture wore away the skin under his arms.

Tight or rough textured clothing can rub the skin raw, he says. So can the friction of skin against skin. Runners may have this problem if they run far enough. And women joggers may feel some irritation from bras rubbing sensitive spots.

To keep your skin as well as your body in shape, Strick suggests working out in loose, giving, soft materials. Some women runners use lubricants and/or band-aids to protect the nipples. A variety of lubricants are also available for other friction-prone areas of the skin. Read labels carefully, Strick urges. If your skin tends to react to products you put on it, you'd be wise to favor unscented preparations, he advised. If in doubt, ask your doctor's guidance.

Shoes that are too tight can also cause trouble, Strick adds. Make sure they fit properly, give good support, are well suited to your activity and provide good traction. Keep your feet clean and dry and change footwear frequently.

What about blisters? They can be a pain . . . especially if you remove the skin. Clean them carefully with soap and water, Strick advises. Using a sterilized instrument, make a tiny puncture in the blister to let the fluid out. But leave the skin or "roof" of the blister in place. Protect the blister with a clean bandage if necessary.

Your body will enjoy exercise much more if your skin enjoys it too. Skin fitness is also in!

Stress

A friend of mine recently had a serious medical problem. It made him reevaluate things. His job had been a source of considerable stress in his life, and he couldn't change his job right then. But he could and did start taking a different attitude toward it. And it began taking a lot less out of him.

Which goes along with an observation by the great Hans Selye, founding father of stress research. Dr. Selye believes it's not so much what happens, but how you take it, that determines what stress will do to you.

Selye has written a book called **Stress Without Distress** (J. B. Lippincott Company-hardcover; New American Library-paperback). In it he points out that "Both on the cellular and interpersonal level, we do not always recognize what is and what is not worth fighting for."

He explains that our system has two main types of chemical reactions to deal with "aggressors." Syntoxic agents tell us to ignore or put up with matters. Catatoxic agents tell us to fight.

But sometimes the body overreacts, as in the case of someone who is allergic to a food or an insect sting. The food or the sting in itself may be relatively harmless. But the body's defensive reaction can make the allergic person quite sick or even be life-threatening.

In the same way, Selye believes we can have syntoxic and catatoxic attitudes. If a harmless drunk insults you, you can ignore him and go on your way and nothing will happen. "However, if you respond catatoxically and fight, or even only prepare to fight, the result may be tragic. You will discharge adrenalin-type hormones, which increase blood pressure and heart rate, while your whole nervous system will become alarmed and tense in preparation for combat." If you're a candidate for whatever reason, a heart attack or stroke may result.

But suppose the aggressor is a lunatic with a knife who seems bent on attacking you? Then you must try to flee or disarm him.

Selye notes that there is "good" stress and there is "bad" stress. **What takes the greatest toll is the distress of fear, frustration and other negative emotions or situations.**

It's up to us to choose. At times we can change a situation that's causing us distress. But even when we can't, how we take it can certainly make a difference!

We want to know what you think. Fill out the questionnaire that you got in the mail this month from President Tom Bates. It won't cost you a cent. We've even provided the return envelope. Let us hear from you.

HOW to BUY

By Esther Margolius

Released by
Press Associates, Inc.

Appliance warranty

If your new food processor turns out to be a lemon, or if your new washing machine is not performing the way it should, the manufacturer or dealer should repair it, replace it or refund your money.

Right? Right.

But it doesn't always work that way. It depends on the kind of warranty you received and how well you read it before buying the appliance.

Federal law requires that any retailer selling a product protected by a warranty and costing more than $15 must make the warranty available for inspection by the consumer before purchase. However, there is no law requiring that a product be covered by a warranty.

According to the Magnuson-Moss Warranty-Federal Trade Commission Improvement Act of 1975, on products manufactured on or after January 1, 1977, the store must have the warranty displayed near the appliance or have an indexed binder containing all the warranties for products sold in the department prominently displayed or located by a sign. The warranty also can be displayed on the package so that the text of the warranty is visible.

It is important to you personally, to be able to compare warranties before you buy. For example, some brands of clothes dryers provide a full warranty, meaning the manufacturer will pay for all labor and parts necessary to correct defects in workmanship or material under normal use. But the full warranty is for one year. Another dryer manufacturer provides a full warranty for one year, plus a warranty for the second year on parts only and, for the third to fifth year, on parts, but the cabinet only against rust.

Before purchasing an appliance, the consumer has the right to ask for and receive a copy of the warranty. As the effectivenss of the warranty may have a bearing on the selection of an appliance, read it carefully. There are two different kinds of warranties, full and limited.

Full warranty calls for the warrantor to fix the defect within a reasonable amount of time at no cost to the buyer as long as the warranty is in effect. Any limitations or exclusions must appear conspicuously on the warranty. If a reasonable number of attempts to correct an in-warranty problem fail, the consumer must be given the choice of a replacement or refund.

A limited warranty covers only what is outlined in the terms of the warranty. For example, the warranty may require that the consumer pay for diagnosis costs or labor costs.

While the Magnuson-Moss warranty law is very clear in its intent and reasonable in its demands on the retailer, several large chains have been cited for failure to comply with the law.

A recent spot-check of three large eastern state area department stores found that in only one of them were there signs posted in the appliance departments directing consumers to warranty binders. But, in the one store which did have warranty binders set up for inspection, the catalog was found to be incomplete. A substantial number of companies and products was not represented.

A request for a copy of the warranty for a specific item not included in the binder was met by dispatching a clerk to the storeroom to open a sealed package.

In the TV department of a store which didn't post warranties or signs (a violation of the law), a binder was pointed out upon request. However, in the household appliance department of the same store, the only warranties visible were those printed on product packaging by the manufacturer.

If you have any problems with your appliance after purchase, first bring it to the dealer. If you do not receive satisfaction, write the manufacturer. Be sure to list the type of appliance, model number, date of purchase, your name and address and name and address of the dealer.

If you still encounter difficulties, contact the Major Appliance Consumer Action Panel (MACAP) at 20 North Wacker Drive, Chicago, IL 60606.

Once purchased, warranties should be kept in a central, accessible place for easy reference. Read the care and instruction manuals carefully. Also, have the installer, electrician or plumber inspect the wiring and gas lines to see that they're adequate. **Consumers must realize that even the best warranty is worthless unless the warranty card is completed and mailed back to the manufacturer within the stipulated time period.**

X Rays: Their Benefits and Risks

By Esther Peterson

With almost daily news coverage of nuclear hazards and other radiation stories, many consumers are concerned about radiation exposure from all sources. They want and have a right to know more about diagnostic x rays, their benefits and risks.

About 278 million medical (including dental) x ray examinations were taken in 1979. The number increases about four percent a year. Seven out of every 10 Americans will receive a medical x ray examination sometime this year.

Studies show that these figures include a significant number of x rays that are used inappropriately. X ray examinations are sometimes requested by physicians in response to pressure from patients or to protect themselves from possible malpractice suits. Some x ray screening of healthy people and the misconception that x rays are "free" because they are covered by health insurance also contribute to the problem. And even when x rays are medically needed, the patient may sometimes receive more radiation than necessary because of equipment problems and failure to use proper protective measures.

Unnecessary radiation—whether from examinations that either are not medically needed or are conducted without proper protection—may possibly increase the risks of cancer, genetic damage and other illnesses. It also costs the health care system millions of dollars in needless medical bills.

Misinformation about radiation is another problem. Many consumers have exaggerated fears about medical radiation and refuse x ray examinations that are truly needed. In some cases, avoiding a needed x ray can be far more risky than the radiation involved in the examination.

As a matter of fact, calculating the health risks from radiation exposure, especially at the low levels used for medical x rays, is an uncertain science. For one thing, radiation permeates the universe and always has. Despite today's widespread medical and other technological uses of radiation, about half the radiation exposure we receive comes from natural sources—cosmic rays from the sun and stars, and radiation from such widespread substances as granite, natural gas and phosphates. The biological effects of radiation are measured in "rems." One rem equals 1,000 millirems. Altogether, natural background sources expose Americans to an average of about 100 millirems a year.

The largest man-made contribution to radiation exposure results from medical x rays and the use of radioactive materials to diagnose and treat disease. These applications account for about 90 percent of all exposure of the general public to man-made radiation—an average of about 90 millirems per person yearly.

When these medical procedures are needed, the benefits normally far outweigh the risks. When they are not, however, they should be avoided.

Here is what you can do:

• *Don't insist on an x ray.* Sometimes doctors will comply with a patient's request for an x ray even if one isn't medically needed.

• If your doctor suggests an x ray, *ask how it will help* to find out what is wrong. How will it help with your treatment? Feel free to talk with your doctor—you have a right to understand why an x ray is suggested.

• But *don't refuse an x ray* if the doctor explains why it is medically needed. Remember, the risk of not having a needed x ray may be greater than the risk from the low-level radiation exposure.

• If you are pregnant, *make sure your doctor knows of your pregnancy* before taking an x ray of your abdomen or lower back. You should let the doctor know even if you only *think* you might be pregnant. Because the unborn baby is growing so quickly, it can be more easily affected by radiation than a grownup.

• Mammography (breast x rays) is an important way to detect breast cancer. But *not all women need mammography.* Women more likely to need mammography are those with certain breast symptoms, or those past menopause, or those over a certain age with a personal or family history of breast cancer. Scientific information about breast cancer is growing. So talk with your doctor about the value of breast x rays in your particular case.

• *Ask if a gonad shield can be used* if you or your children are to have x rays of the lower back, abdomen, or near the sex organs. Gonad shielding should be considered if the patient might have children in the future. But remember, a shield can't always be used, particularly over the female ovaries, because it may hide what the doctor needs to see on the x ray.

• *Keep an x ray card.* When an x ray is taken, have the date, the type of examination, and where the x ray is kept filled out on the card. Then, if another doctor suggests an x ray of the same part of your body, tell him or her about the previous x ray. Sometimes it can be used instead of taking a new one. Or, if a new x ray is needed, the previous one might help show any change in your medical problem. You can obtain a free x ray record card for everyone in your family by writing X rays, Food and Drug Administration, Rockville, Maryland 20857.

Esther Peterson is Special Assistant to the President for Consumers Affairs and Director of the U.S. Office of Consumer Affairs.

Important events in American labor history

1956 In the first year of unity, former AFL and CIO State labor organizations merged in 19 States. The Brotherhood of Locomotive Firemen and Enginemen — unaffiliated throughout its 83-year history — joined the AFL-CIO in September. Although several international unions proposed and discussed mergers, only a few were carried out. On the other hand, a number of unions signed mutual assistance pacts or no-raiding agreements. The Federation's Ethical Practices Committee recommended to the Executive Council after hearings, that three unions (the Allied Industrial Workers, the Laundry Workers, and the Distillery Workers) should show cause why they should not be suspended because of domination by "corrupt" influences in the administration of employee welfare funds.

Amendments to the Federal Social Security Act provided that disabled industrial workers could qualify for disability benefits at age 50, and women could retire at age 62 with reduced benefits. Railroad Retirement Act benefits were increased. Benefits were increased and the waiting period lowered for disabled workers coming under the Longshoremen's and Harbor Workers' Compensation Act. Benefits for Federal employees under the civil service retirement system were increased. Old-age and survivors' insurance benefits were extended to additional self-employed persons and the uniformed services.

1957 The biennial convention of the AFL-CIO expelled the Teamsters, Bakery Workers, and Laundry Workers, having a combined membership of approximately 1.6 million, on charges of domination by corrupt influences. This action followed upon a refusal on the part of the three unions to accept the corrective recommendation of the Executive Council.

Three formerly independent railroad unions became affiliated with the AFL-CIO during 1957: The Brotherhood of Railroad Trainmen, the American Train Dispatchers Association, and the American Railway Supervisors Association.

1958 Federal legislation passed during 1958 included a Welfare and Pension Plans Disclosure Act, which required administrators of all health, insurance, pension, and supplementary unemployment compensation plans covering more than 25 workers (amended 1962) to file with the Secretary of Labor descriptions and annual financial reports, to be available for public inspection. Reports also had to be made available for plan participants. Other laws included one for optional Federal loans to States for a temporary 50-percent extension of unemployment payments to workers who had exhausted their benefits under Federal and State programs.

1959 The Labor-Management Reporting and Disclosure Act of 1959, designed to eliminate improper activities by labor or management, was signed by the President on September 14. The Act provided certain protection for the rights of labor organization members; provided for the filing of reports describing the organization, financial dealings, and business practices of labor organizations, their officers and employees, certain employers, labor relations consultants, and unions in trusteeship; safeguarded union election procedures; set standards for the handling of union funds; amended the Taft-Hartley law to eliminate the "no-man's land" in NLRB cases; closed previously existing loopholes in the protection against secondary boycotts; and limited organizational and jurisdictional picketing. The statute was to be administered by the Department of Labor, except for the provisions amending the Taft-Hartley Act, which were to be adminstered by the National Labor Relations Board.

The longest major strike ever to take place in the steel industry began on July 15. Attempts to resolve the dispute through negotiation continued until October 21, when the national emergency provisions of the Taft-Hartley Act were invoked. After an unsuccessful attempt on the part of a board of inquiry to promote a settlement, a back-to-work injunction was issued. After a court battle over the constitutionality and applicability of the injunction, the Supreme Court upheld the injunction on November 7, the 116th day of the strike. Workers them returned to their jobs for the 80-day "cooling off" period. (Negotiations were successfully completed and new contracts signed early in January 1960.)

1960 The Nation's railroads and the five operating brotherhoods agreed to refer their longstanding dispute involving work rules and practices to a tripartite Presidential commission for study and recommendations.

An agreement which opened the way to relaxation of restrictive working rules and the increased use of laborsaving equipment on the waterfront was signed by the Pacific Maritime Association and the International Longshoremen's and Warehousemen's Union. In return for the union's acceptance of the changes, the association agreed to contribute $5 million a year to a fund to provide each of the 15,000 registered longshoremen $7,920 upon retirement at age 65 with 25 years of service, and to guarantee union members certain minimum weekly earnings and no layoffs as a result of decreased work opportunities under the new contract provisions. However, the fund would not protect longshoremen from reduced earnings resulting from a decline in business.

News from Canada

Signal maintainers visited by Raymond S. Mills at White River, Ontario were D. B. Bailey (left) who works west; and D. Tarini who works east of White River. They are members of Algoma Lodge 189.

Covering signalmen working on the Schreiber division of CP Rail lines east from Thunder Bay and Sault Ste. Marie east was Raymond S. Mills, assistant general chairman. He is in front of Brother M. A. Haapoja's tool house at Pass Lake Lonn, Ontario.

Brother Mills visits CP Rail signalmen

Brother Raymond S. Mills, assistant general chairman, CP Rail lines east, made a trip over the Schreiber division last October. He covered over 700 miles of railway between Thunder Bay and Sudbury, and Sault Ste. Marie and Sudbury, Ontario. He visited many members of Algoma Lodge 189 and attended a local meeting at Sudbury.

The photographs show some of the men and places visited by Brother Mills.

On Saturday October 18, he attended the local meeting at which time he inducted two new members to the Brotherhood. He discussed the following topics with individual members and at the meeting: our guarantee, signal technician positions, dues, Brotherhood insurance, training program, the Friday night at five agreement, cost of living adjustment, the new drug plan, the Health & Safety Committee and the make-up of the executive committee and the Canadian general committee.

Brother Mills asked each member to cooperate in a questionnaire that will be sent to the Canadian members by Vice President Platt seeking their opinions.

Brother Mills reports that he was well received by members, they were glad to have a union officer call on them, listen to their comments and share information with them.

Signal maintainer at Schreiber West, Ontario is R. O'Conner who saw Brother Mills on his recent trip over the Schreiber sub. of CP Rail.

Signal maintainer at Schreiber East is E. Plouffe, who also saw Brother Mills on his recent journey over the territory covered by Algoma Lodge 189 CP Rail signalmen.

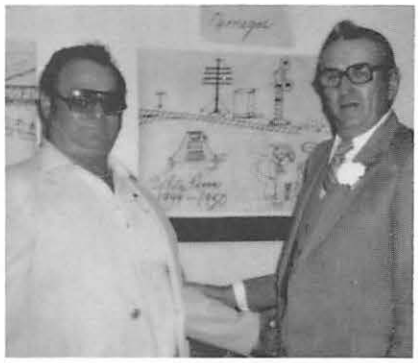
At Heron Bay, Ontario, Brother Mills talked to F. W. Michaud, the signal maintainer headquartered there.

At Nipigon, Ontario, Brother Mills met R. A. Anderson (left) signal maintainer's helper; and W. D. Hollmer, signal maintainer.

Survey to ask for members' opinions

Canadian members of the Brotherhood of Railroad Signalmen will be asked for their opinions and comments about items to be in the negotiating notice to be served on the railways this fall seeking a new agreement on wages and fringe benefits.

John E. Platt, BofRS vice president, reports that the survey will probably go in the mail about the first of May this year. Everyone is urged to respond to the questionnaire to provide guidance to the signalmen's negotiating committee.



CP Rail signal maintainer Victor E. Koskela (right) is congratulated at his retirement party by J. G. Wiznuk, local chairman, Algoma Lodge 189. Brother Koskela entered signal service of CP on November 8, 1943 and has served on the Schreiber division ever since. His retirement party was at Nipigon, Ontario on October 11, 1980.

George C. Black, retired signal maintainer for CP Rail at Blairmore, AB, died. Brother Black retired on February 1, 1976 after completing 30 years service with CP Rail. He had been active in Foothills Lodge 125 and had served as chief signalman.

Leo Blain, retired signal maintainer for the Canadian National at St. Hyacinthe, PQ, died. Brother Blain had completed 44 years of service with CN when he retired on June 1, 1968. He was a member of Young Pioneers Lodge 118.

Harry A. Brown, retired signalman for the former Penn Central, died. Brother Brown worked on PC and the former Michigan Central line of the former New York Central at St. Thomas and Ridgetown, ON. Brother Brown retired in 1973 after completing 48 years of service with the railway. At the time of his retirement he was leading signal maintainer at Tilbury, ON. He was a member of St. Thomas Lodge 27 and at one time had served as vice general chairman.

Walter R. Cosby, retired signal maintainer for the Toronto, Hamilton & Buffalo at Welland, ON, died. Brother Cosby retired in 1961 after completing 21 years of service with the TH&B. He had been active in Hamilton Lodge 47 and had served as chief signalman.

Armand Leboeuf, a retired signal department employee at the Canadian National in the Montreal area, died. Brother Leboeuf retired in September, 1971. He was a member of Young Pioneers Lodge 118.

J. W. Maher, a retired signal department employee of the Canadian National and a resident of St. Hubert, PQ, died. Brother Maher was a member of Young Pioneers Lodge 118 and he retired in 1974.

P. Andre Monat, a retired signal department employee of Canadian National in the Montreal area, died. Brother Monat retired in June, 1977. He was a member of Young Pioneers Lodge 118.

Francois Wambre, retired signal maintainer for the Canadian National at Wellington Tower at Montreal, PQ, died. Brother Wambre had completed 26 years of service when he retired in February, 1969. He was active in Young Pioneers Lodge 118 and had served as chief signalman.

At Sudbury, Ontario, a local meeting was held of Algoma Lodge 189 on October 18, 1980. Shown here (from the left) are: J. Wiznuk, local chairman; R. W. Smith, local president; and A. D. Stubbs, recording & financial secretary.

Members of Local 189 posed for a picture after their October 18 meeting in Sudbury, Ontario.

Algoma Lodge 189 CP Rail members were photographed by Brother Raymond Mills, assistant general chairman, who saw them at Chapleau, Ontario. From the left, they are: G. Gilbert, G. Ribout, B. Pelto and J. Shields.

Canadian Executive Committee meeting in Montreal, Quebec in October included these men at the head table (from the left): R. Thomas Bates, BofRS president; W. D. Best, BofRS secretary-treasurer; John E. Platt, BofRS vice president; Roger E. McCaughan, BofRS grand lodge representative; A. Norman Cotton, retired grand lodge representative; and Anthony G. Cunningham, general chairman and general secretary-treasurer.

Other executive committee members included (left to right): first row— Dennis McAlpine, assistant general chairman, Toronto, Hamilton & Buffalo; and Kenneth L. White, assistant general chairman, Toronto Terminals; middle row— Raymond S. Mills, assistant general chairman, CP Rail lines east; and John McCormack, chairman board of trustees; back row— Dennis A. McManus, assistant general chairman, Canadian National lines east; and V. Bernier, assistant general chairman, Quebec, North Shore & Labrador.

Assistant general chairmen shown here (left to right) are: Harry Tracz, Canadian National lines west; Harold C. Hueston, Ontario Northland; Ronald E. York, CP Rail lines west; and Wallace W. Schaefer, Canadian National lines central.

1981 AFL-CIO UNION-INDUSTRIES SHOW May 8-13
Convention Center
Baltimore, Md.

AN ISSUE WITH THE UNION LABEL SEXUAL HARASSMENT:

Sexual harassment defined by the National Organization for Women (NOW) and the Working Women's Institute is "any repeated or unwarranted verbal or physical sexual advances, sexually explicit derogatory statements, or sexually discriminatory remarks.

To combat sexual harassment is to deal with it at each worksite, and the local union can be the moving force. All union members should be sensitive to the problem. This will create a climate where victims will feel comfortable turning to the union for assistance. Specifically the union can:

1. Distribute information about sexual harassment to members to correct misunderstanding and encourage discussion.
2. Conduct a membership survey to find out the extent of the problem and show victims that the union is concerned.
3. Discuss the issue at local meetings.
4. Pursue a joint labor-management approach. Union efforts to combat sexual harassment will be much more successful if management policy does not permit it. The majority of offenders are supervisors and it is a problem for management to resolve. Management practice should provide a strong policy against sexual harassment.
5. Union contract language on discrimination should adequately deal with sexual harassment.

Adapted from a booklet, "On the Job Sexual Harassment: What the Union Can Do," published by the American Federation of State, County and Municipal Employees. Write: Union Booket, Labor Unity, 770 Broadway, New York, NY 10003.

"MADE IN THE U.S.A."

I heard a friend complaining, how he lost his job today
He sounded like he lost his faith in the good ol' U.S.A.
So, I paid my friend a visit, and this is what I found
Almost everything he bought this year came from foreign ground.
A German car was in his drive, his TV was made in Japan
His shirts were made in Hong Kong, his sweaters in Ireland
His shoes were made in Italy, his tie was from Norway
But what's wrong with buying products, Made in the U.S.A.?
With factories busy in Germany, and others busy in Japan
Hong Kong labels are everywhere, as are those "Made in Thailand"
Maybe you'll start thinking, as I did today
And you'll buy goods that are labeled "Made In The U.S.A."

You have a chance to voice your opinions on the operation of the Brotherhood and to have a say in negotiating a new agreement with the railroads. Put your answers down on the special BofRS questionnaire that you received in the mail this month. Return the form with your comments to Grand Lodge.

Signalman's Store

ORDER FORM

Please send me the following:

Item		Quantity Ordered	Price Each	Total $
Cloth Emblems			$1.50	
Coasters:				
	red and green		.35	
Playing Card Decks			3.00	
Golf Caps:	__ Red __ Bk __ Wh __ Sm __ M __ Lg		4.50	
Signalman's Training Course	8-Volume Set		18.00	
	Volume 1		2.50	
	Volume 2		2.50	
	Volume 3		2.50	
	Volume 4		2.50	
	Volume 5		2.50	
	Volume 6		2.50	
	Volume 7		2.50	
	Volume 8		2.50	
Decals:	3-inch		.15	
	4-inch		.20	
Lapel Pin:	colorlight signal		2.50	
	BofRS		3.00	
Windbreakers	Small		15.00	
	Medium		15.00	
	Large		15.00	
History of the BofRS			10.00	
Master Nat'l. Agreement Bk.			8.00	
General Chairman and Local Chairman's Manual			3.00	
TOTAL AMOUNT ENCLOSED				

Minimum order accepted is $5.00

Make check or money order payable to:

BROTHERHOOD OF RAILROAD SIGNALMEN

Send payment and order to:

BROTHERHOOD OF RAILROAD SIGNALMEN
Box U
Mount Prospect, Illinois 60056

NAME _____

CERTIFICATE NO. _____

ADDRESS _____

CITY _____

STATE (PROVINCE) _____

ZIP CODE _____

CLOTH EMBLEM with BofRS in white letters on red border, two locomotives, and green over red searchlight signal.

COASTERS with BofRS emblem in color are 3-inch diameter.

PLAYING CARDS with BofRS emblem are now available. These high quality cards come in the conventional bridge decks, including jokers. Cards and emblems are in color.

GOLF CAPS with BofRS in color are available in small, medium or large with adjustable head band. These lightweight net caps come in red, black or white.

The eight-volume **SIGNALMAN'S TRAINING COURSE** covers

1. Electricity, circuit symbols and nomenclature
2. Signal symbols and nomenclature
3. Automatic block signaling, time code control, electronics
4. Traffic control systems and power switch machines
5. Highway grade crossing warning systems, FRA RS&I tests
6. Remote control and automatic interlockings
7. Ctc machines and their operation
8. Maintenance of signal equipment

SIGNALMEN'S DECAL has adhesive backing so it can be applied to glass, leather, metal, etc. for BofRS identification on car windows, bumpers, luggage, hard hats, etc. The emblem is 4-inches or 3-inches in diameter. It has a red border with white letters. The signal displays green over red.

Metal **COLORLIGHT SIGNAL LAPEL PIN** 1/2-inch in diameter with signal showing green over yellow over red on white enamel background. Signal and pin outlined in gold.

BofRS **LAPEL PIN** identical to decal except letters and outline are in gold.

Red nylon **WINDBREAKERS** with elastic sleeve ends that fit tight to the wrists and with a drawstring at the bottom to pull tight to the waist come in three sizes: small (36-38); medium (40-42); and large (44-46). Two slash pockets and a cloth BofRS patch on the left front complete these men's jackets.

A **HISTORY OF THE BROTHERHOOD OF RAILROAD SIGNALMEN** has been written by the late A. E. Lyon, president emeritus, which covers the 75 years of the Brotherhood since its founding in 1901.

MASTER NATIONAL AGREEMENT BOOK has the basic provisions of national agreements negotiated with U.S. railroads and the BofRS. They are contained in a loose-leaf binder with 2-inch rings so there is room for additional material, such as local agreements.

A Summary of wage changes
B Summary of other benefits
C Washington job protection agreement of 1936
D Vacations
E Union shop agreement
F Holidays
G Claim and grievance handling
H Health and welfare
I Force reductions
J Employment security
K Travel time and away-from-home expenses
L Off-track vehicle accidents
M Jury duty
Mc Current agreement
N Overtime
O Camp cars
P Apprentice programs
Q Change of residence
R Earnings deduction in discipline cases
S Supplemental sickness benefits
T Union dues checkoff
U Amtrak C-1, C-2
V Seniority modification agreement

Political Strategy

How important is it?

R.R. Retirement

N E. Corridor

Amtrak

Coal Slurry Pipelines

National Hospitalization

Railroad Assistance

Letters!
Awareness!
Contribute!
Participate!
Vote!

Support the Signalmen's Political League

To: W. D. Best, Treasurer, **Signalmen's Political League, Box U, Mt. Prospect, IL 60056.** Here is $2 or more to help SPL carry out its campaign for good government. (Please make check or money order payable to Signalmen's Political League.)

_____ Active Member _____ Retired Member

Name _____ Certificate No. _____

Address _____

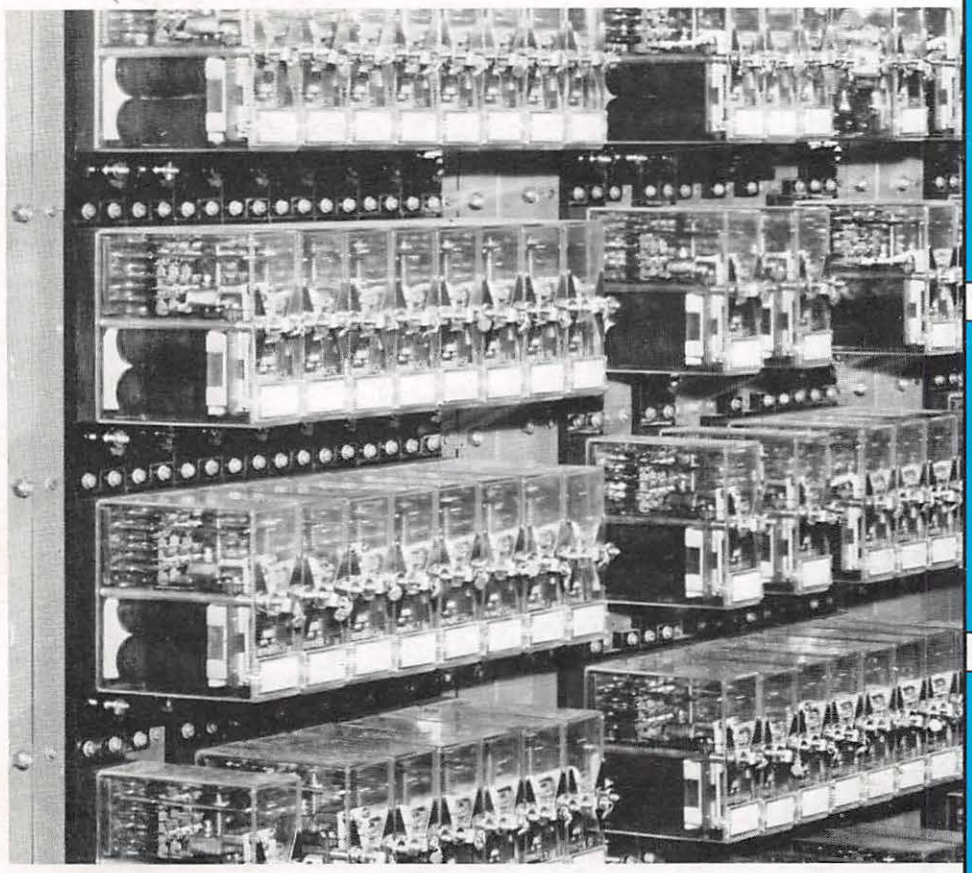
City _____ State _____ Zip Code _____

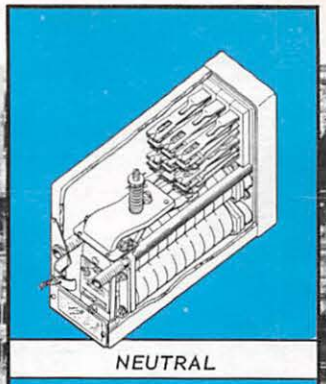
A copy of our report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, DC 20463.

In this election year, our members—by their vote and membership in SPL—can help elect Congressmen who favor legislation that helps our BofRS Family. Signalman Sam says: "Make your plans now to join the Signalmen's Political League. For $2, every member of our BofRS Family can be a part of this worthwhile effort."

If union families don't look for the union label, who will?

International Ladies' Garment Workers' Union, 22 West 38th Street, New York, New York 10018





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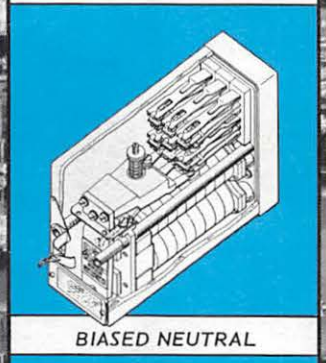

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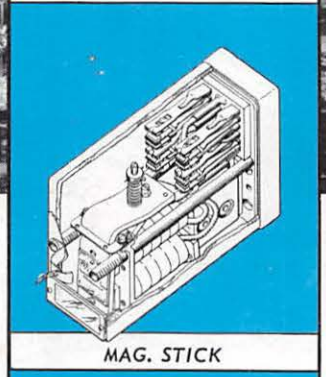
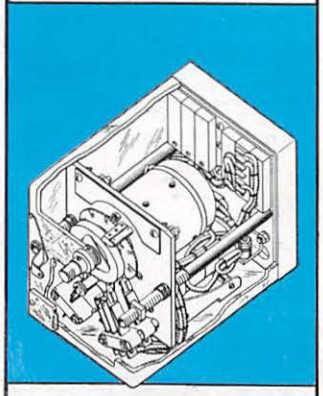
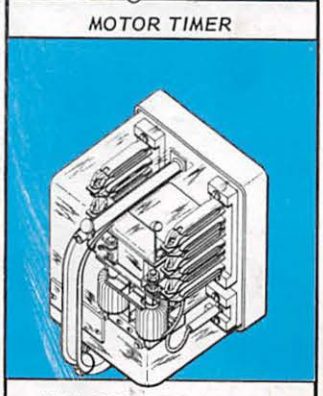


MAG. STICK



MOTOR TIMER



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There's a GRS Type B Relay For Every Circuit Application

GRS has over 25 different kinds of Type B relays - each one available in a variety of contact arrangements, coil resistances, and operating characteristics to suit your particular circuit requirements. Plug-in connections of Type B relays save time. And registration of relay and plugboard ensures that the right relay is in the right place.

GRS Type B relays include:

- Biased-Neutral
- Code-Responsive
- Lamp-Control
- Code-Transmitter
- Magnetic-Stick
- Flasher, Highway Crossing
- Light-Out
- Neutral
- Neutral, Quick-Pickup
- Neutral, Slow-Release
- Polarized
- Power-Transfer
- Primary-Secondary
- Slow-Pickup, Slow-Release, Quick Crossover
- Switch-Control
- Switch-Overload
- Timing, Motor-Operated
- Timing, Thermal
- Track
- Two-Rate Charge Control
- Vane

For more information about GRS Type B relays, write for a copy of Pamphlet 1457.

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GENERAL RAILWAY SIGNAL
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ROCHESTER NEW YORK 14602

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